

## GP North Woods LP (“Georgia-Pacific”) Accessibility Policy and Statement of Commitment

### **Accessibility Policy:**

Consistent with our PBM® Values and Code of Conduct, Georgia-Pacific is committed to providing an inclusive and accessible environment for all individuals, including persons with disabilities. This policy is established pursuant to, and shall be interpreted in accordance with, the Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”) and its regulations, including the Integrated Accessibility Standards Regulation (“IASR”). It applies to the provision of equal opportunities and barrier-free access to our facilities, goods, services, and employment practices.

We are dedicated to removing and preventing barriers to accessibility and improving opportunities for persons with disabilities. Our policies and practices are designed to ensure compliance with applicable accessibility standards and regulations.

### **Statement of Commitment:**

Georgia-Pacific is committed to fostering an inclusive and accessible environment that respects the dignity and independence of all individuals. We believe in providing equal opportunities and equitable access to our facilities, goods, services, and employment practices for persons with disabilities.

We are committed to the following principles:

1. **Customer Service:** We strive to provide excellent customer service to all individuals, including those with disabilities. We will make reasonable efforts to accommodate their needs and preferences, ensuring they have an equal opportunity to access our goods and services. We will provide notice of temporary disruptions to services or facilities as required by law. We will permit the use of assistive devices, service animals, and support persons by persons with disabilities when required by law.
2. **Communication:** We are committed to communicating with persons with disabilities in a manner that takes into account their specific needs. We will provide accessible formats and communication supports upon request, ensuring effective communication is maintained. When required by law, we will ensure that our internet websites and web content conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA.
3. **Employment:** We promote a fair and inclusive workplace that supports the inclusion and advancement of persons with disabilities. We will notify the public and employees of the availability of reasonable accommodation for applicants with disabilities during the recruitment, selection, and employment processes to ensure equal opportunities for all qualified individuals.
4. **Training:** We recognize the importance of providing training to our employees to enhance their understanding of accessibility and disability-related issues. We will ensure that appropriate training is provided to employees to promote compliance with accessibility standards and effective communication with persons with disabilities.
5. **Built Environment:** We strive to make our facilities and public spaces accessible to all individuals, ensuring they can navigate, access, and use our premises without encountering barriers. We are

committed to reviewing and improving the accessibility of our built environment in compliance with applicable regulations.

6. Continuous Improvement: We are dedicated to continuous improvement in our accessibility practices and policies. This policy and our multi-year accessibility plan will be reviewed at least once every five years and updated as required to ensure ongoing compliance with the AODA and its regulations.
7. Feedback: We value feedback from our customers, employees, and other stakeholders. We encourage individuals to provide feedback regarding our accessibility practices, policies, and the delivery of our goods and services. Feedback may be provided in person, by telephone, in writing, or by email. Upon request, accessible formats and communication supports will be provided to facilitate the feedback process. All feedback will be reviewed, and appropriate actions will be taken to address any concerns or suggestions.

#### **Availability of Policy**

This policy and any related documents, including the multi-year accessibility plan, are available to the public. Upon request, they will be provided in an accessible format or with communication supports, in a timely manner and at no additional cost. The public will be notified of the availability of accessible formats and communication supports.