

## Multi-Year Accessibility Plan

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As we navigate the dynamic landscape of our industry, it's crucial to reaffirm the principles that define our organization's character and set us apart. Today and every day we want to underscore the paramount importance we place on accessibility and how it aligns with our core values and leadership philosophy.

At the heart of our mission is the commitment to create a positive impact on the lives of all those we serve. At Weidmüller, accessibility is not merely a checkbox on a compliance list; it is an embodiment of our dedication to inclusivity and a reflection of our belief that everyone deserves equal access to opportunities and resources.

Leadership, in our context, goes beyond steering the ship; it involves setting the tone for a culture of empathy, understanding, and openness. Our commitment to accessibility is a testament to our belief that diversity is not just a buzzword but a cornerstone of innovation and success. When we ensure that our products, services, and spaces are accessible to all, we are fostering an environment where every individual, regardless of their abilities, can thrive and contribute their unique talents.

As a leader in our industry, we must be at the forefront of change, setting the standard for ethical business practices and social responsibility. By prioritizing accessibility, we not only comply with regulations but also actively contribute to breaking down barriers and building a more inclusive society.

Weidmüller encourages each team member to champion the cause of accessibility within your respective roles. Whether you are involved in product development, customer service, or any other facet of our operations, consider how your decisions and actions can contribute to making our offerings more accessible. Let us embrace the challenge and turn it into an opportunity to lead with purpose and create a lasting impact.

Thank you for your dedication to our shared vision. Let us continue to lead with integrity, inspire with our actions, and make accessibility a hallmark of our organization.

### Introduction

Weidmüller Ltd. strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Weidmüller Ltd. is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act, 2005. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians. The plan is reviewed and updated at least once every 5 years.

We train every person as soon as practicable after being hired and provide training in respect of any changes to the policies.

We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

## Strategies and Actions

Weidmuller Ltd. is committed to providing accessible customer service to people with disabilities. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.

Weidmuller Ltd. is committed to making our information and communications accessible to people with disabilities.

Weidmuller Ltd. is committed to fair and accessible employment practices.

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Weidmuller Ltd. is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

Weidmuller Ltd. will meet accessibility laws when building or making major changes to public spaces.

Weidmuller Ltd. will put procedures in place to prevent service disruptions to the accessible parts of our public spaces.

## For More Information

For more information on this accessibility plan, please contact at our Human Resources Department at:

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Telephone Number	Email Address

Our accessibility plan is publicly posted in our front office reception area and online on our company website at [www.weidmuller.ca](http://www.weidmuller.ca)

Standard and accessible formats of this document are free on request from

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