

ACCESSIBILITY POLICY

This Accessibility Policy outlines Goldcorp Canada Ltd, Porcupine Gold Mines (“PGM”) strategy to achieve accessibility and otherwise meet the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”).

STATEMENT OF COMMITMENT

Porcupine Gold Mines is committed to treating all people in a way that allows them to maintain their dignity and independence. Our Company believes in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the *AODA*.

PGM is committed to providing our services, programs, goods and facilities to persons with disabilities in a manner that:

- a) Is free from discrimination
- b) Seeks to provide integrated services
- c) Is in an accessible format, and
- d) Takes into consideration a person’s disability

PGM relies on all of its employees, volunteers and partners to assist with maximizing accessibility within the Company by:

- Identifying potential barriers and proposing ways to remove them
- Participating in training
- Learning how to interact with persons with disabilities, including those who require the use of a support person or service animal
- Learning how to use existing accessibility devices

ACCESSIBILITY ADVISORY COMMITTEE

PGM has established an Accessibility Advisory Committee which will coordinate the implementation of *AODA* accessibility standards, in conjunction with managers, supervisors and employees. The Accessibility Advisory Committee will prepare accessibility reports, facilitate access for persons with disabilities to the building or premises, and address all other matters to comply with *AODA* standards.

The Accessibility Advisory Committee is made up of representatives of the following departments:

- Occupational Health Department
- Safety Department
- Human Resources Department

The Accessibility Advisory Committee will:

- a) Familiarize itself with all of the relevant legislation, regulations and accessibility standards established under the *AODA*
- b) Meet on a quarterly basis to consider new and existing accessibility issues and develop a plan for removing barriers and ensuring compliance
- c) Review the Company's accessibility policies regularly, but at least once every calendar year, and
- d) Be consulted whenever PGM modifies or develops new policies which might affect accessibility issues or create barriers to persons with disabilities

MULTI-YEAR ACCESSIBILITY PLAN

PGM will maintain a Multi-Year Accessibility Plan ("Accessibility Plan"). This plan will be posted on the Company's website and will be made available in an accessible format, upon request. The Accessibility Plan will be reviewed and updated regularly, but no less than once every five years.

In addition, PGM will maintain policies governing how the company will meet its requirements under the *AODA*, including policies related to customer service, employment, information and communication, and the built environment. PGM will provide copies of these policies in an accessible format, upon request.

INFORMATION AND COMMUNICATION

PGM is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

This does not apply to products and product labels, unconvertible information or communications and information that PGM does not control directly or indirectly through a contractual relationship. If it is determined that information or communications are unconvertible PGM shall provide the person requesting the information or communication with an explanation as to why the information or communications are unconvertible.

TRAINING

In accordance with the *AODA*, PGM will provide training to employees, volunteers and other staff on Ontario's accessibility laws and on the *Human Rights Code* as it relates to people with disabilities. Training will be provided in a way that best suits the duties of the employees, volunteers and other staff.

This training will include instruction on:

- a) The purposes and requirements of the *AODA*, as well as the requirements of the Customer Service Standard (Regulation 429/07) and the Integrated Accessibility Standards (Regulation 191/11)
- b) How to interact and communicate with persons with various types of disabilities,
- c) How to interact and communicate with persons with disabilities who use an assistive device or require the assistance of a service animal or support person
- d) How to use equipment or devices available from the Company that may help with the provision of goods or services to a person with a disability
- e) What to do if a person with a particular type of disability is having difficulty accessing PGM's goods or services

Training will take place as soon as practicable and upon completion PGM will keep a record of the training provided, including the dates on which the accessibility training took place.

ACCESSIBILITY POLICIES

PGM will develop, implement and maintain any other accessibility policies, plans or procedures and take all other measures as required by the *AODA* or any of the regulations or accessibility standards.

CONTRAVENTIONS

A failure to comply with the *AODA* or any of the regulations or accessibility standards can result in administrative penalties against both PGM (up to \$100,000 per day) as well as any director or officer of Goldcorp (up to \$50,000 per day) who fails to take all reasonable care to ensure PGM is in compliance with its legal obligations.

The Accessibility Advisory Committee, as well as all Managers and Supervisors of PGM will monitor existing and new practices and procedures to ensure compliance. A failure to comply with this Accessibility Policy, the Multi-Year Accessibility Plan, the Customer Service Policy, or any other policy, practice or procedure related to accessibility issues, the removal of barriers, or the *Human Rights Code*, may result in disciplinary action, up to and including dismissal.

ACCESSIBLE EMERGENCY INFORMATION

PGM is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

DESIGN OF PUBLIC SPACES

PGM will meet the Accessibility Standards for the Design of Public Spaces in Ontario when building or making major modifications to public spaces. Public spaces include:

- Recreational trails/beach access routes
- Outdoor public eating areas like rest stops or picnic areas
- Outdoor play spaces, like playgrounds in provincial parks and local communities
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off street parking
- Service-related elements like service counters, fixed queuing lines and waiting areas

SELF SERVICES KIOSKS

PGM will take steps to ensure employees consider the needs of people with disabilities when designing, procuring or acquiring self-service kiosks.

MORE INFORMATION

For more information on this or any other Accessibility Policy, or to receive a copy of any of the policies or other records required by the *AODA*, please contact **Domenic Rizzuto**, Manager of Human Resources & Corporate Social Responsibility at:

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