



Integrated Accessibility Standards Regulation Policy

COMMITMENT TO PERSONS WITH DISABILITIES

Sandvine Corporation is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity and are committed to meeting the needs of people with disabilities in a timely manner. We will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (2005).

Sandvine Corporation has developed and made available upon request, this policy and a multi-year accessibility plan which outlines the actions we will put in place to improve opportunities for people with disabilities.

Please refer to the multi-year plan for details about how Sandvine Corporation will address the following:

Information and Communication Standard:

- Accessible Emergency Information
- Feedback from Customers and Employees
- Accessible Formats and Communication Supports
- Emergency Procedures/Plan or Public Safety Information
- Accessible Websites & Web Content
- Self-Serve Kiosks

Employment Standard:

- Recruitment, assessment and selection
- Accessible formats and communication supports for employees
- Workplace emergency response information
- Documented Individual accommodation plans
- Return to work process
- Performance Management
- Career Development and Advancement
- Redeployment

The Transportation Standard, Design of Public Spaces and Built Environment Standard do not pertain to Sandvine Corporation at this time. Should this change in the future, Insert Company Name Here will ensure it meets the requirements of these standards.



TRAINING

Sandvine Corporation will provide training to employees and volunteers on Ontario's accessibility laws and on the Ontario 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 others who represent the organization. Training will include but is not limited to, the Integrated Standard and the Ontario Human Rights Code as it pertains to persons with disabilities.

Sandvine Corporation will take the following steps to ensure employees and volunteers are provided with the training needed to meet Ontario's accessibility laws. Sandvine Corporation will utilize the video program created and hosted by the Ontario Human Rights Commission, Working Together: The Code and the AODA.

The program includes sections on:

- the Code
- understanding the duty to accommodate
- applying human rights principles
- compliance and enforcement

In addition, Sandvine Corporation policy and multi-year plan will be reviewed during the training session. Training records will be kept as a record of who has been trained and when they were trained.

For more information on this policy or the multi-year accessibility plan, please contact:

- By phone **(519) 880-2600**,
- By email at info@sandvine.com, or,
- In writing to **Sandvine, 410 Albert St., Waterloo, ON N2L 3V3**.

Accessible forms of this document and the accessibility plan are available upon request, please contact Human Resources using the contact information noted above.

ABOUT SANDVINE

Sandvine's market-leading, cloudified Service Innovation and Intelligence portfolio helps customers deliver exceptional digital experiences and grow revenues. Our ability to classify over 95% of network traffic across mobile and fixed networks by user, application, device, location and other parameters creates uniquely rich, real-time network and service data. We then apply machine learning-based contextual insights to improve performance and enhance digital services. For more information, visit <http://www.sandvine.com> or follow Sandvine on Twitter @Sandvine.



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