

**Accessibility for Ontarians with Disability
Multi-Year Accessibility Plan – Integrated addressing accessibility issues.**

This document signifies BeRock Therapeutics' pledge to create an inclusive environment for individuals with disabilities.

<u>IASR requirement</u>	<u>Action Plan</u>	<u>Status</u>
IASR General Requirements		
Create policies and procedures for each standard		



Have a written return to work process in place for employees who have been absent due to a disability	Addressed in Accommodation Policy	Complete
If your office uses performance management, career development and redeployment processes, take the needs of employees with disabilities into account	When a disability is evident or disclosed, a customized approach is presented	Complete
Design of Public Spaces		
Make new or redeveloped spaces accessible	New or redeveloped office space, are made accessible in accordance with the Code	N/A