

Accessibility Plan

Plan Period: 2026–2028

Publication Date: June 1, 2026

1. General Information

Bruce Power is committed to advancing equitable access for persons with disabilities across employment, services, facilities, and information. The organization is committed to proactively identifying, removing, and preventing barriers within its policies, programs, practices, physical environments, organizational structures, and services, in alignment with the Accessible Canada Act and the Accessible Canada Regulations. This plan represents Bruce Power's second accessibility planning cycle under the Accessible Canada Act. This Accessibility Plan outlines Bruce Power's approach to advancing accessibility over the 2026–2028 planning period. The plan reflects feedback received through consultation with employees and members of the public, including persons with disabilities, and supports continuous improvement as accessibility practices evolve.

2. Accessibility Priority Areas

Accessibility efforts are aligned to the priority areas outlined in Section 5 of the Accessible Canada Act and are supported through a phased, governance-led approach informed by consultation, operational considerations, and continuous improvement.

Employment

Accessibility efforts related to employment will focus on proactively identifying, removing, and preventing barriers across the employee lifecycle.

Strategic priorities:

- Enhancing recruitment, onboarding, and advancement practices to reduce potential accessibility barriers
- Strengthening accommodation processes to support consistency, early engagement, and improved employee experience
- Establishing and maintaining a formal accommodation program supported by defined processes and governance
- Leveraging governance to identify and address employment-related barriers through consultation and lived experience
- Integrating accessibility into HR policies, programs, and leadership development practices

Built Environment

Accessibility efforts related to the built environment focus on identifying and addressing physical barriers within facilities and workspaces.

Strategic priorities:

- Integrating accessibility considerations into planning, design, and delivery of building and renovation projects
- Incorporating accessibility upgrades during major renovations where feasible and aligned with operational planning
- Assessing physical accessibility barriers across facilities and prioritizing improvements
- Partnering with Facilities and operational teams to support implementation

Information and Communication Technologies (ICT)

Accessibility efforts related to **ICT** align with recognized accessibility standards and leading practices.

Strategic priorities:

- Integrating accessibility into the design and implementation of digital tools and systems
- Supporting accessible digital content practices including captioning and accessible formatting
- Identifying and addressing accessibility barriers in digital platforms
- Incorporating accessibility into system upgrades and future implementations

Communication (Non-ICT)

Accessibility efforts related to communication focus on improving access to information for diverse users.

Strategic priorities:

- Transitioning information to accessible formats and improving usability of content
- Integrating accessibility early in communication planning and development
- Promoting plain language and clear communication practices
- Supporting multiple communication channels including digital and non-digital methods
- Improving signage and wayfinding for accessibility

Procurement of goods, services, and facilities

Accessibility efforts related to procurement will focus on increasing consideration of accessibility in purchasing decisions.

Strategic priorities:

- Incorporating accessibility considerations into procurement practices, where appropriate
- Increasing awareness of accessibility requirements in purchasing decisions across the organization
- Considering accessibility impacts when evaluating goods, services, and facilities
- Exploring opportunities to integrate accessibility criteria into procurement processes and vendor engagement practices over time

Design and delivery of programs and services

Accessibility efforts related to programs and services will focus on identifying barriers that may affect access, participation, or understanding.

Strategic priorities:

- Identifying accessibility barriers in the design and delivery of programs and services
- Integrating accessibility considerations early in program planning and development
- Enhancing accessibility and inclusivity in service delivery approaches, where appropriate
- Using feedback and consultation to inform improvements to participation, experience, and accessibility outcomes

These actions will support more inclusive access to programs and services over time.

Transportation

The organization's responsibility for transportation is limited to transportation-related supports provided to members of the public participating in site tours and visitor activities.

Accessibility improvements have been implemented to support accessible visitor experiences, including facility upgrades and provisions designed to reduce transportation-related barriers for tour participants and visitors.

Strategic priorities:

- Maintaining accessible transportation supports for site tours and visitor activities
- Monitoring feedback from visitors and participants to identify opportunities for improvement
- Addressing transportation-related accessibility considerations as they arise within operational scope
- Incorporating accessibility considerations into the planning of future visitor and site access experiences, where applicable

This approach supports the ongoing identification, removal, and prevention of transportation-related barriers based on actual user experience and emerging needs.

Across all priority areas, accessibility actions will be scaled and phased based on consultation insights, impact on individuals, and alignment with operational planning cycles.

Initiatives supporting accessibility in these areas are integrated within Bruce Power's broader Inclusion Program and are monitored and tracked regularly to assess progress, effectiveness, and emerging needs.

3. Implementation Approach

Accessibility priorities are supported through a structured implementation approach emphasizing governance, cross-functional collaboration, accountability, and continuous improvement, including the use of an action tracker aligned to the Section 5 priority areas with defined actions, ownership, timelines, and progress measures. These actions will be delivered through existing functional accountabilities and reviewed regularly through established leadership forums and reported as part of the yearly Accessibility Plan update.

4. Consultations and Engagement

Bruce Power engages individuals who identify as persons with disabilities in the development, review, and continuous improvement of its Accessibility Plan and related initiatives. Consultation includes employees, represented and non-represented workers, and, where applicable, members of the public.

Consultation outcomes are considered alongside operational, safety, and regulatory requirements to help inform accessibility decisions, priority areas, and the sequencing of actions.

Feedback received through these channels is reviewed regularly and used to identify barriers, inform accessibility actions, and assess the effectiveness of existing measures. Progress against this Accessibility Plan is reviewed annually, with consultation and feedback outcomes informing future actions and public progress reporting.

5. Feedback Process

Bruce Power has established a formal feedback process to enable employees, members of the public, and other interested parties to provide feedback on accessibility and to request alternate formats of this Accessibility Plan.

Feedback may be submitted at any time and may relate to:

- The identification of accessibility barriers
- Accessibility experiences within the workplace, facilities, programs, or services
- Suggestions for improving accessibility practices

All feedback received is reviewed on a regular basis and is used to inform ongoing accessibility planning, evaluation, and continuous improvement efforts.

How to Submit Feedback

Email: BNPDEmployeeInclusion@brucepower.com

Phone: 519-361-2673 ext. 17188 | Toll-free: 1-866-748-4787 ext. 17188

Mail:

Employee Inclusion

Bruce Power, P.O. Box 1540,
177 Tie Road, RR2, Tiverton, ON N0G 2T0

Online: Accessibility feedback may be submitted anonymously through the organization's online accessibility form (where available).

Additional Information

Feedback may be submitted anonymously. Where contact information is provided, Bruce Power will make reasonable efforts to acknowledge receipt and respond, where appropriate.

Alternate formats of this Accessibility Plan and progress reports are available upon request.