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## **AODA Accessibility Policy**

Li-Cycle Corp. (“Li-Cycle” or the “Company”) recognizes the importance of ensuring equal access for people with disabilities that allows them to maintain their dignity and independence and embodies the principles of integration and equal opportunity.

The Company is committed to providing a respectful, welcoming, accessible, and inclusive environment in the provision of services for employees and its stakeholders.

Li-Cycle is committed to, and strives to ensure that, the *Accessibility for Ontarians with Disabilities Act, 2005* (the “AODA”), the Integrated Accessibility Standards Regulation (the “IASR”) standards and all other relevant legislation concerning accessibility, are observed. The Company ensures that all persons within its community are aware of their rights and responsibilities to foster an accessible and inclusive environment with and for persons with disabilities.

## **Scope**

This AODA Accessibility Policy (the “Policy”) applies to all Employees and Third-Party Service Providers.

## **Policy**

### **Statement of Organizational Commitment**

Li-Cycle is committed to accessibility in accordance with the AODA. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under the AODA and its regulations.

### **Assistive Devices**

People with disabilities may use their personal assistive devices when accessing our goods, services or facilities. In cases where the assistive device presents a significant and unavoidable health or safety concern or may not be permitted for other reasons, other measures will be considered to enable the person with a disability to access our goods, services or facilities. Should accommodation be required for the use of such assistive devices, we ask that advance notice be provided to the Accessibility Coordinator referenced below in order to accommodate accordingly.

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## **Communication**

We are committed to making Company information and communications accessible to people with disabilities. Corporate presentations and other, external Company documents will be provided in alternative formats, upon request. We will communicate with people with disabilities in ways that take into account their disability and, upon request, we will consult with such people to determine what method of communication works for them.

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

## **Service Animals**

Service Animals are allowed on the parts of our premises that are open to the public. When we cannot easily identify that an animal is a Service Animal, our staff may ask for documentation (template, letter, or form) from a regulated health professional that confirms the person needs the Service Animal for reasons relating to their disability. If Service Animals are prohibited by another law or for reasons of safety, we will do the following to ensure people with disabilities can access our goods, services or facilities:

- explain why the animal is excluded; and
- consult with the individual to determine if there is another reasonable and safe way of providing goods, services or accessing our facilities.

## **Support Persons**

A person with a disability who is accompanied by a Support Person will be allowed to have that person accompany them. In certain circumstances, we might require a person with a disability to be accompanied by a Support Person for the health or safety reasons of:

- the person with a disability; and
- others on the premises.

Before making such a decision, we will:

- consult with the person with a disability to understand their needs;
- consider health or safety reasons based on available evidence; and

- determine if there is no other reasonable way to protect the health or safety of the person or others on the premises.

In certain circumstances, a Support Person will be required to (1) complete a Company Confidentiality Agreement where confidentiality is a concern due to the nature of the information being provided to the third party and/or (2) agree to rules or requirements that are in accordance with the Company's business practices.

### **Notice of Temporary Disruption**

The Company will provide notice to third parties with disabilities in the event of a planned or unexpected disruption of services or building facilities.

### **Training**

The Company will provide training to all Employees. The training will be provided within a reasonable period of time after the Employee joins our organization and on an ongoing basis, as changes are made to relevant policies and procedures. Training will include the following:

- the purposes and requirements of relevant accessibility legislation;
- our policies related to the customer service standard;
- how to interact and communicate with people with different disabilities;
- how to interact with people with disabilities who use an assistive device or require the assistance of a Service Animal or a Support Person;
- what to do if a person with a disability is having difficulty in accessing our goods, services or facilities; and
- our policies, practices and procedures relating to accessibility legislation and providing accessible client service.

Training records will be maintained by the Human Resources Department and will include the name of each Employee trained as well as the date on which training was completed. will be provided on an ongoing basis when changes are made to these policies, practices and procedures.

### **Notice of Availability of Documents**

The Company will provide this document in an accessible format or with communication support, on request. The Company will consult with the person making the request to determine the suitability of the format or communication support. Li-Cycle will provide the accessible format in a timely manner and at no additional cost.

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## Procedures

### Communication

When communicating with people who are deaf, oral deaf, deafened or hard of hearing, Employees may need to use a registered TTY/teletypewriter, such as the Bell Relay Service (the “Relay Service”).

Additional information on how to use the Relay Service can be found at:

[https://www.bell.ca/Accessibility\\_services/Bell\\_TTY\\_relay\\_service](https://www.bell.ca/Accessibility_services/Bell_TTY_relay_service)

Once a request has been received via the Accessibility Coordinator, alternate formats of Company presentations will be arranged. The Accessibility Coordinator will ask the individual (third party) if they require information/documentation in an alternate format. Documents or the information contained in the documents can be provided in large print or Braille formats or delivered orally by an Employee.

The Accessibility Coordinator will make reasonable efforts to provide the alternate format information in a timely manner and in the event that it may take longer, the Accessibility Coordinator will advise of the revised timeline.

### Notice of Temporary Disruption

When/where possible, the Company will post a notification on the corporate website and on the corporate intranet website regarding a disruption. This notice will include information about the reason for the disruption, its anticipated length of time, and a description of alternative facilities or services, as applicable. While the Company cannot provide the same guarantee in an emergency disruption situation, every reasonable effort will be made to provide adequate notice.

### Questions and Feedback Process

To provide feedback on the way we met the accessibility standards under AODA, for more information about this Policy or for accessible formats of the Policy, please email, telephone, fax or write to:

Email: [accessibility@li-cycle.com](mailto:accessibility@li-cycle.com)

Telephone: 1-877-542-9253

Mail: Accessibility Coordinator

Li-Cycle Corp.

207 Queens Quay West, Suite 590,

Toronto, Ontario M5J 1A7

The Accessibility Coordinator will respond within three (3) business days either in writing, by e-mail or telephone acknowledging receipt of the feedback and will provide the proposed resolution in a timely manner.

## Definitions

For the purposes of this Policy, the following terms shall have the meanings ascribed below:

### **AODA**

*Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11* and associated regulations. is a provincial act that came into force in 2005 which sets out a clear goal and timeframe to make Ontario accessible by 2025. The Act applies the same definition of disability as defined in the Ontario Human Rights Code (OHRC). AODA is defined by five (5) standards in order to identify, remove and prevent barriers. Those five standards are:

1. Accessible Customer Service;
2. Accessible Transportation;
3. Accessible Information and Communications;
4. Accessible Public Spaces;
5. Accessible Employment.

### **Company**

Li-Cycle Corp. a corporation existing under the laws of the Province of Ontario, having its head office located at Queens Quay Terminal, 207 Queens Quay West, Suite 590, Toronto, Ontario M5J 1A7, and its subsidiaries in Ontario.

### **Disability**

Means:

(a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,

- (b) a condition of mental impairment or a developmental disability,
- (c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- (d) a mental disorder, or
- (e) an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

### **Employee**

A person, including an Executive, employed by the Company, who performs work for wages. Includes all regular full-time, part-time, temporary, casual and seasonal Employees on the Company's payroll.

### **Executive**

An appointed member of the Company's leadership team with, for example, a job title of Vice President (VP) or higher, who is responsible to manage the daily business of the corporation and carry out policies as set by the Board of Directors.

### **IASR**

*Integrated Accessibility Standards Regulations, O. Reg. 191/11.*

### **Reporting Manager**

An Employee or Executive of the Company who is both accountable and responsible for the performance management and overall supervision of a subordinate employee(s).

### **Service Animal**

An animal acting as a service animal for a person with a disability.

### **Support Person**

In relation to a person with a disability, another person who accompanies him or her to help with communication, mobility, personal care or medical needs or with access to goods or services.

### **Third-Party Service Provider**

Any arms-length person, firm, corporation, association, organization, or entity providing services, products, and facilities for or on behalf of the Company including, without limitation, consultants, agents and subcontractors.

### **WCAG (2.0)**

World Wide Consortium Web Content Accessibility Guidelines.

## **Responsibility**

Each Employee and Third-Party Service Provider is responsible for ensuring they comply with the requirements and obligations of this Policy. Non-compliance with this Policy may be subject to the Company's Progressive Discipline Policy.

Each Reporting Manager is responsible for ensuring Employees comply with the requirements and obligations of this Policy and engage the assistance of the Human Resources Department where appropriate.

The Chief Human Resources Officer ("CHRO") is responsible for the oversight of the Policy and on-going monitoring to ensure there is no abuse of the Policy.

## **Reference to Related Policies and Procedures**

Health and Safety Policy

AODA Multi-Year Accessibility Plan

## **Conflicts**

To the extent that anything in this Policy conflicts with a requirement under governing federal or provincial legislation, the governing legislation will apply.

### **Our Commitment to Inclusivity and Accommodations:**

We welcome individuals with disabilities and strive to create an accessible and inclusive experience for all individuals. We are committed to providing reasonable accommodations due to disability to ensure that all applicants and employees have an equal opportunity to participate in the recruitment

process or perform essential job functions, in accordance with requirements under the *Human Rights Code and the Accessibility for Ontarians with Disabilities Act*.

If you require accommodations due to disability throughout the recruitment process or in the workplace, please send your request to [kamran.choudhary@li-cycle.com](mailto:kamran.choudhary@li-cycle.com). We will work with you to understand your specific needs and implement appropriate accommodations.