

## MULTI-YEAR ACCESSIBILITY PLAN

### 1. STATEMENT OF COMMITMENT

Alamos Gold Inc. (“Alamos” or the “Company”) is committed to creating and maintaining an accessible environment for all third parties, and will provide accommodation where required, in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (the “Act”). The Company is committed to excellence in serving all third parties including people with disabilities and will do so by preventing and removing barriers to accessibility and meeting the requirements under the Act in a timely fashion.

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

- Is free from discrimination;
- Seeks to provide integrated services;
- Is in an accessible format; and
- Takes into consideration a person’s disability.

Alamos relies on all of its employees, directors, volunteers, consultants, contractors and guests 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; and
- Advising the Company when they require either temporary or permanent assistance with their accessibility needs.

### 2. INTRODUCTION

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) was enacted in 2005 to develop, implement, and enforce Accessibility Standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises throughout Ontario by 2025. Accessibility Standards include the Accessible Customer Service Standard, the Integrated Accessibility Standard Regulation (IASR) – including the areas of Information and Communication, Transportation, Employment and the Design of Public Spaces.

Under the IASR, Alamos is required to establish, implement, maintain and document a Multi-Year Accessibility Plan. This plan outlines the Company’s strategy to identify, prevent and remove accessibility barriers and meet its requirements under the IASR.

In accordance with the mandated requirements Alamos will:

- Post the Multi-Year Accessibility Plan on the Company website or in a public area;
- Provide the plan in an accessible format upon request; and
- Review and update the accessibility plan at least once every five years.

### 3. ACCESSIBILITY PLAN

The Integrated Accessibility Standard Regulation consists of five parts:

1. General Requirements
2. Accessible Information and Communications Standard
3. Accessible Employment Standard
4. Accessible Transportation Standard (N/a)
5. Design of Public Spaces Standard (N/a)

Alamos has designed the following plan for meeting the requirements of the applicable sections of the IASR is presented below.

| Requirement  | Year               | Action Plan<br>(recommended)   |
|--|--------------------|--|
| <p><b>Information and Communication Standard</b></p> <p>Make emergency procedures, plans, or public safety information available in an accessible format or with appropriate communication supports, upon request.</p> | <p><b>2014</b></p> | <ul style="list-style-type: none"> <li>▪ Be prepared to provide emergency evacuation information in accessible formats or with communication supports upon request.</li> <li>▪ Employees who are in a position that deals with the public, visitors, etc. will be provided with the emergency evacuation information and will be trained on what support options may be required.</li> </ul>   |
| <p><b>Employment Standard - Workplace Emergency Response</b></p> <p>Provide individualized workplace emergency response information to employees requesting an accessibility-based accommodation.</p>                  | <p><b>2014</b></p> | <ul style="list-style-type: none"> <li>▪ During Health &amp; Safety training sessions, advise employees that they may advise Human Resources of any permanent or temporary accessibility accommodations that may be required.</li> <li>▪ Develop and document individual emergency response plans for each employee who identifies the need for accommodation or support during an emergency due to a disability.</li> <li>▪ Create a process for regularly updating emergency response plans.</li> </ul>                            |
| <p><b>General Requirements</b></p> <p>File Accessibility Compliance Report.</p>  | <p><b>2014</b></p> | <ul style="list-style-type: none"> <li>▪ By Dec. 31, 2014 the first Accessibility Compliance Report is due to the Ontario Government covering the period January 1, 2013 – December 31, 2014.</li> <li>▪ Reports are required every three years thereafter.</li> </ul>   |
| <p><b>General Requirements</b></p> <p>Develop an AODA Policy.</p>  | <p><b>2015</b></p> | <ul style="list-style-type: none"> <li>▪ Create an Accessibility Policy.</li> <li>▪ Create a Statement of Commitment. The Accessibility Policy must include a statement of commitment to meet the accessibility needs of persons with disabilities in a timely manner.</li> <li>▪ Post the AODA policy publicly: Alamos will consider creating a section on the website titled 'Accessibility' where the AODA policy can be downloaded and includes relevant AODA documents, including the Multi-Year Accessibility Plan.</li> </ul> |

| Requirement  | Year | Action Plan<br>(recommended)   |
|--|------|--|
| <p><b>General Requirements</b></p> <p>Develop the Multi-Year Accessibility Plan.</p>   | 2015 | <ul style="list-style-type: none"> <li>▪ Include activities to be undertaken within the next five (5) years to meet accessibility requirements under AODA.</li> <li>▪ Outline and address current and future barrier reduction activities whenever possible.</li> <li>▪ Assign a single point of contact to provide oversight and governance of AODA initiatives. Identify other stakeholders (e.g. Information Technology and Communications and HR departments) that will be accountable for implementing the plan.</li> <li>▪ Budget and resources should be allocated to meeting the action items in the plan.</li> <li>▪ The Plan shall be posted on the Company website once finalized.</li> </ul> |
| <p><b>General Requirement</b></p> <p>Training on the requirements of the IASR accessibility standards and on the Human Rights Code.</p>  | 2015 | <ul style="list-style-type: none"> <li>▪ Develop a training strategy which includes:               <ul style="list-style-type: none"> <li>• A plan for developing AODA and IASR training.</li> <li>• Identification of employees or groups of employees that may require additional or specialized training related to the responsibilities of their roles.</li> <li>• A mechanism for tracking training i.e. training records.</li> </ul> </li> </ul>   |
| <p><b>Information and Communication Standard</b></p> <p>Have an accessibility process in place for receiving and responding to feedback.</p>   | 2015 | <ul style="list-style-type: none"> <li>▪ Identify an Accessibility Coordinator</li> <li>▪ Update the “Contact Us” section to include a means of providing feedback on accessibility concerns, requests or questions.</li> <li>▪ Feedback requests and responses will be made available in accessible formats or with communication supports when requested.</li> <li>▪ Implement an internal ticketing system which has the capacity to track and report on all queries submitted to the Accessibility Coordinator.</li> </ul>   |
| <p><b>Information and Communication Standard</b></p> <ul style="list-style-type: none"> <li>▪ Notify the public about the availability of accessible formats and communication supports.</li> <li>▪ Provide or arrange for the provision of accessible formats and communications supports, upon request.</li> </ul> | 2016 | <ul style="list-style-type: none"> <li>▪ Develop a mechanism for the provision of accessible formats and communication upon request.</li> <li>▪ Ensure that PDF documents posted to the website are tagged and structured to be accessible.</li> <li>▪ Develop a relationship with third party vendors that are able to produce accessible templates for standard documents like quarterly reports and financial statements.</li> <li>▪ Allocate a budget for the creation of alternative formats.</li> </ul>  |

| Requirement   | Year | Action Plan<br>(recommended)   |
|---|------|--|
| <p><b>Employment Standard</b></p> <p>General Recruitment:</p> <p>Notify employees and the public about the availability of accommodation for applicants with disabilities throughout the recruitment process.</p>   | 2016 | <ul style="list-style-type: none"> <li>▪ Create a statement on the Careers page regarding the availability of accommodations upon request.</li> <li>▪ Ensure that all documents and tools used in the recruitment process are accessible, or can be modified to meet accommodation requests, as required.</li> <li>▪ Ask iCIMS (vendor) to provide information about the accessibility of their applicant tracking system and availability of accommodations, in the event an applicant be unable to complete the online application process due to accessibility barriers.</li> </ul>   |
| <p><b>Employment Standard</b></p> <p>Recruitment, Assessment and Selection Process:</p> <ul style="list-style-type: none"> <li>▪ If a selected applicant requests an accommodation, the employer shall consult with the applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.</li> </ul>  | 2016 | <ul style="list-style-type: none"> <li>▪ Consult with job applicants that indicate the need for accommodation on the type of accommodation that they require for the interview.</li> <li>▪ Update hiring procedures to support this requirement.</li> <li>▪ Train recruiters and HR staff on new accessible hiring policies and procedures.</li> <li>▪ When using online recruitment tools (i.e. LinkedIn, ATS or on-line skills evaluation tools), include a requirement in the contract that all web-based tools must meet at minimum WCAG 2.0 Level A requirements. If the vendor is unable to meet these requirements initially, ask that in the interim they provide a mechanism for accommodating users with a disability that encounter barriers in completing the recruitment tasks as well a roadmap for when their tools will be made accessible.</li> </ul> |
| <p><b>Employment Standard</b></p> <p>Notice to Successful Applicants:</p> <p>When making offers of employment, notify the successful applicant of policies for accommodating employees with disabilities.</p>   | 2016 | <ul style="list-style-type: none"> <li>▪ Draft a policy for accommodating disability and discuss the requirement of a job accommodation with all new hires upon receipt of their accepted offer of employment and/or during their New Hire Orientation.</li> </ul>   |
| <p><b>Employment Standard</b></p> <p>Informing employees of supports:</p> <p>Inform employees of policies used to support employees with disabilities, including, but not limited to, policies on the provision of job accommodations.</p> <p>Information should be provided:</p> <ul style="list-style-type: none"> <li>▪ as soon as practicable after they begin their employment.</li> <li>▪ whenever there is a change to existing policies on the provision of job accommodations</li> </ul> | 2016 | <ul style="list-style-type: none"> <li>▪ Create a process for the provision of information regarding job accommodation policies and supports for employees with disabilities.</li> <li>▪ Make the policy and procedures available for all new and existing employees and provide notification to employees whenever the policy or procedure is changed or updated.</li> <li>▪ Post accommodation policies and procedures at a location that is easily accessible for employees i.e. the Vault.</li> </ul>  |

| Requirement  | Year | Action Plan<br>(recommended)  |
|--|------|---|
| <p><b>Information and Communication Standard</b></p> <p>Accessible formats and communication support for employees:</p> <p>Where an employee with a disability so requests it, Alamos shall consult with the employee to provide or arrange for the provision of accessible formats and communication supports for:</p> <ul style="list-style-type: none"> <li>▪ Information that is needed in order to perform the employee's job; and</li> <li>▪ Information that is generally available to employees in the workplace.</li> </ul> | 2016 | <ul style="list-style-type: none"> <li>▪ Provide consultation with employees in order to find out what accommodation is right for them.</li> </ul>  |
| <p><b>Employment Standard</b></p> <p>Documented Individual Accommodation Plans:</p> <p>Develop a written process for the development of documented individual accommodation plans for employees with disabilities.</p>   | 2016 | <ul style="list-style-type: none"> <li>▪ Develop a process/template for the development of individual accommodation plans (IAPs).</li> <li>▪ Document IAPs for each employee, upon receipt of such a request.</li> </ul>  |
| <p><b>Employment Standard</b></p> <p>Return to Work Process:</p> <p>Develop, document and have in place a return to work process for employees absent due to disability who require a disability-related accommodation to return to work.</p>  | 2016 | <ul style="list-style-type: none"> <li>▪ Develop a documented Return to Work process which includes non-work injury related disabilities.</li> </ul>  |
| <p><b>Employment Standard</b></p> <p>For performance management, career development and staff redeployment consider the accessibility needs and individual accommodation plans in the overall process.</p>   | 2016 | <ul style="list-style-type: none"> <li>▪ Review any accommodations that may be in place in order to meet the employee's needs while conducting performance reviews.</li> <li>▪ Update and issue the revised procedures to all employees, as required.</li> <li>▪ Review and include accommodations detailed in an employee's IAP as part of any career development and advancement activities.</li> <li>▪ Update the policy to include a review of IAPs as part of the learning and development process.</li> <li>▪ Update Human Resources policies and procedures in support of this requirement.</li> </ul> |
| <p><b>Information and Communication Standard</b></p> <p>All internet websites and web content must conform with WCAG 2.0 Level AA with exceptions:</p> <ul style="list-style-type: none"> <li>▪ <b>Live Captions</b></li> <li>▪ <b>Audio Descriptions</b></li> </ul>   | 2021 | <ul style="list-style-type: none"> <li>▪ Develop a plan to remediate or redesign any existing Alamos Gold Inc. web sites, web applications and web content to meet WCAG 2.0 Level AA.</li> </ul>  |

## 4. FEEDBACK

We welcome inquiries and feedback about accessibility. Feedback can be made in person, via e-mail, telephone, fax, or in writing to:

Accessibility Coordinator  
Brookfield Place, 181 Bay Street, Suite 3910  
Toronto, Ontario, M5J 2T3  
P. 416-368-9932 | F. 416-368-2934  
E. [Accessibility@alamosgold.com](mailto:Accessibility@alamosgold.com)

The Accessibility Coordinator will respond within 7 business days either in writing, by e-mail or telephone acknowledging receipt of the feedback. The Accessibility Coordinator will provide the proposed resolution in a timely manner.

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:

*For Young-Davidson:*

- Al French, Human Resources Superintendent, Alamos Gold Inc.
- Phone: 705-565-9800 ext. 2235
- Email: [Al.French@alamosgold.com](mailto:Al.French@alamosgold.com)

*For Island Gold:*

- Tracy Topolie, Human Resources Superintendent, Alamos Gold Inc.
- Phone: 705-884-2805 x 2244
- Email: [tracy.topolie@alamosgold.com](mailto:tracy.topolie@alamosgold.com)

*For the Toronto office:*

- Cristienne Aceto, Manager, Human Resources, Alamos Gold Inc.
- Phone: 416-368-9932 ext.5460
- Email: [Cristienne.Aceto@alamosgold.com](mailto:Cristienne.Aceto@alamosgold.com)

Alternate formats of this document are available upon request.