

Accessibility Plan

	Title	Action	Status	Statement
1	Accessibility Policy	Policy drafted	Complete	The Standard Insurance has established an Accessibility Policy.
2	Accessible Feedback	Ensure feedback can be accessed by everyone	Ongoing	We ensure that everyone can provide feedback to The Standard Insurance in accessible ways.
3	Accessible Emergency Information	Ensure that employees have access to emergency information	Ongoing	All emergency safety information is provided in an accessible format upon request.
4	Employee Accessibility Training	Ensure that employees are trained on the requirements of the policy	Ongoing	Training is provided as part of new employee orientation and when changes to the policy are made.
5	Accessible Communication	Ensure that methods of communication are accessible	Ongoing	We communicate with people with disabilities in ways that take into account their disability.
6	Accessible Hiring	Ensure accessible hiring practices	Ongoing	We ensure that our hiring policies are accessible and suitable accommodations are available for employees with disabilities.
7	Accessible Employment	Ensure the accessibility needs of our employees are considered as part of their employment	Ongoing	We develop and document individual accommodation plans for employees with disabilities.
8	Return to Work	Ensure that employees can return to work after a disability related absence	Ongoing	We have a process in place for accommodating employees who return to work after a disability.
9	The Standard Insurance Website	Ensure that the website is accessible to everyone	Ongoing	We continue to update and improve our website to make sure it is accessible to everyone.