

GLENCORE

Glencore Canada Corporation Accessibility Policies and Multi-Year Accessibility Plan

(the “Accessibility Plan”)

(Ontario Regulation 191/11) of the *Accessibility for Ontarians with Disabilities Act, 2005*

Standards Regulations – General Requirements

The following sets out how Glencore is committed to complying with the General Requirements under the IASR.

1. Workplace Emergency Response Information

Where Glencore is aware that an employee has a disability and that there is a need for accommodation, individualized workplace emergency response information will be provided to the employee as soon as practicable if such information is necessary given the nature of the employee’s disability.

Action Taken:

Glencore is in the process of implementing the following measures:

- individualized workplace emergency response information procedures have been developed for employees with disabilities, as required;
- workplace emergency response information forms have been prepared for employees who have disclosed a disability and who are being accommodated according to their disabilities;
- where required, Glencore provides assistance to specific disabled employees, with the disabled employees’ prior consent, to help them evacuate the workplace in case of an emergency or disaster. These plans for providing assistance have been set out in individualized emergency plans for the employees;
- individualized emergency plans have been communicated to the employees’ respective managers and safety personnel on an ‘as needed’ basis;

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- on an ongoing and regular basis, and as per the applicable terms of the IASR, Glencore reviews and assesses general workplace emergency response procedures and individualized emergency plans to ensure accessibility issues are addressed.

Expected Compliance by: June 30, 2015; target date will be updated as required.

2. Training

Glencore is committed to providing training on the requirements of the accessibility standards referred to in the IASR and on the *Human Rights Code*, as it pertains to persons with disabilities.

Planned Action:

In accordance with the IASR, Glencore will:

- determine and ensure that appropriate training on the requirements of the IASR and on the *Human Rights Code* as it pertains to persons with disabilities, is provided to all employees, independent contractor representatives, volunteers, third-party service providers who provide services related to products, services and facilities on Glencore's behalf, and persons participating in the development and approval of Glencore's policies;
- ensure that the training is provided to persons referenced above as soon as practicable;
- keep and maintain a record of the training provided, including dates the training was provided and number of individuals to whom it was provided; and
- ensure training is provided on any changes to Glencore's policies on an ongoing basis.

Expected Compliance by: June 30, 2015; target date will be updated as required.