

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*

Integrated Accessibility Standards Regulations – Information and Communications

Glencore is committed to making company information and communications accessible to persons with disabilities. Glencore will incorporate new accessibility requirements under the information and communication standards to ensure that its information and communications systems and platforms are accessible and are provided, upon request, in accessible formats that meet the needs of persons with disabilities.

1. Feedback, Accessible Formats and Communication Supports

Planned Action:

In accordance with the IASR, Glencore will:

- ensure that existing and new processes for receiving and responding to feedback are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communication supports, upon request and in a timely manner;
- more broadly, as a general principle where accessible formats and communication supports for persons with disabilities are requested:
 - provide or arrange for the provision of such accessible formats and communication supports;
 - consult with the person making the request to determine the suitability of the accessible format or communication support;
 - provide or arrange for the provision of accessible formats and communication supports in a timely manner that takes into account the person’s accessibility needs due to disability, and at a cost no more than the regular cost charged to other persons; and

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- notify the public about the availability of accessible formats and communication supports.

Required Legislative Compliance: Feedback: January 1, 2015; Accessible formats and communication supports: January 1, 2016.

2. Accessible Websites and Web Content

Planned Action:

In accordance with the IASR, Glencore recognizes its obligation to provide web content which conforms with the World Wide Consortium Web Content Accessibility Guidelines (WCAG 2.0) Level AA.

Any website hosted by Glencore Canada Corporation shall meet the requirements set out in the IASR.

Required Legislative Compliance:

WCAG 2.0 Level A – new Internet websites and web content: January 1, 2014

WCAG 2.0 Level AA – all Internet websites and web content, except for exclusions set out in the IASR: January 1, 2021.