

SurveyMonkey Canada Inc.
Multi-Year Accessibility Plan

This accessibility plan outlines the policies and actions that SurveyMonkey Canada Inc. ("SurveyMonkey") will put in place to improve opportunities for people with disabilities.

Statement of Commitment

SurveyMonkey is committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the *Accessibility for Ontarians with Disabilities Act*. This accessibility plan is reviewed and updated at least once every five years.

Accessible formats of this document are available upon request by contacting hr-privacy@surveymonkey.com. SurveyMonkey Canada Inc. will provide this information as soon as practicable after becoming aware of the request.

Requirement	Strategy
Where provided, make emergency and public safety information accessible upon request.	SurveyMonkey Canada Inc. will provide emergency and public safety information to employees and members of the public, as applicable. SurveyMonkey Canada Inc. will provide this information as soon as practicable after becoming aware of the request.
Provide individualized emergency workplace information to employees with disabilities when necessary.	SurveyMonkey Canada Inc. will provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary, and if SurveyMonkey Canada Inc. is aware of the need for accommodation due to the employee's disability. SurveyMonkey Canada Inc. will provide this information as soon as practicable after becoming aware of the need for accommodation.
Create accessibility policies and make them publicly available.	SurveyMonkey Canada Inc. will establish, implement, maintain and document a Multi-Year Accessibility Plan outlining SurveyMonkey Canada Inc.'s strategy to identify, remove and prevent barriers and increase accessibility for persons with disabilities, in accordance with the AODA. The Multi-Year Accessibility Plan will be reviewed and updated at least once every five years, and will be posted on a website. Upon request, SurveyMonkey Canada Inc. will provide a copy of the Multi-Year Accessibility Plan in an accessible format.
Make all new websites and content on those sites conform with WCAG 2.0, Level A	SurveyMonkey Canada Inc. will ensure that Internet websites, including web content, conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, at Level A except where this requirement is impracticable.
Consider accessibility	Currently no self-service kiosks.

when designing, procuring, or acquiring self-service kiosks	
Train individuals providing goods, service and facilities on behalf of our organization on the IASR and the Human Rights Code as it relates to persons with disabilities	SurveyMonkey Canada Inc. will ensure that training is provided on the requirements of the accessibility standards referred to in the Regulation and on the Human Rights Code as it pertains to persons with disabilities to: all its Personnel; all persons who participate in developing SurveyMonkey Canada Inc.'s policies; and, all other persons who provide goods, services or facilities on behalf of SurveyMonkey Canada Inc. The training will be appropriate to the duties of the employee. New employees will be trained as soon as practicable. SurveyMonkey Canada Inc. will keep a record of the training it provides, including the dates on which the training is provided and the number of individuals to whom it is provided.
Make existing feedback processes accessible, upon request; make public information accessible, upon request.	SurveyMonkey Canada Inc. will ensure that SurveyMonkey Canada Inc.'s process for receiving and responding to feedback is accessible to persons with disabilities by providing, or arranging for the provision of, accessible formats and communications supports, upon request. SurveyMonkey Canada Inc. will notify the public about the availability of accessible formats and communication supports.
Notify public, employees and potential candidates with disabilities that accommodations can be made in recruitment and assessment processes	Availability of accommodation information included in all job postings.
Notify new hires and employees of our policies for accommodating employees with disabilities	SurveyMonkey Canada Inc. notifies new hires and employees regarding availability of accommodation included in all letters of offer.
Put in place a written process to develop individual accommodation plans for employees with a disability	SurveyMonkey Canada Inc. will maintain a written process for the development of documented individual accommodation plans for Employees with disabilities. If requested, information regarding accessible formats and communications supports provided will also be included in individual accommodation plans.
Put in place a return to work process for employees that have been absent due to a	SurveyMonkey Canada Inc. will develop and have in place a documented return to work process for its employees who have been absent from work due to a disability and who require disability-related accommodations in order to return to work. The return to work process outlines the steps SurveyMonkey

disability	Canada Inc. will take to facilitate the return to work and will include documented individual accommodation plans as part of the process. This return to work process will not replace or override any other return to work process created by or under any other statute (e.g., the Ontario Workplace Safety Insurance Act, 1997).
Take into account the accessibility needs of your employees with disabilities if: - Using performance management - Offering career development or advancement - Redeploying employees	SurveyMonkey Canada Inc. will take into account the accessibility needs of Employees with disabilities, as well as individual accommodation plans, when conducting performance management, providing career development and advancement to Employees, or when redeploying Employees.