

Accessibility Plan

2023-2026

INTRODUCTION

BCM One is committed to ensuring equal access and participation for people with disabilities, treating everyone in a way that upholds their dignity and independence. As outlined below, we are dedicated to addressing the needs of people with disabilities promptly and effectively.

This Accessibility Plan has been prepared in accordance with the requirements of the Accessible Canada Act (S.C. 2019, c. 10) and its regulations (ACA). This Accessibility Plan applies to BCM One, Inc. and its affiliated entities (collectively, "BCM One").

ACCESSIBILITY PLAN IMPLEMENTATION

BCM One provides communications and other services exclusively to commercial subscribers and the U.S. Government under contract. BCM One does not serve residential subscribers.

BCM One first relies on its commercial subscribers and the U.S. Government to make communications accessibility available to their employees, contracted individuals and to its agents, consistent with BCM One's accommodations for its own disabled employees, contracted individuals, and agents. In the event BCM One is contacted by an individual who does not otherwise have access to an employer commercial subscriber that has made communications accommodations for the individual, BCM One will use its best efforts to provide accessibility options for that individual. If necessary, BCM One may engage an outside vendor to communicate with the individual in the individual's primary form of communication and translate communications or documentation to meet the individual's needs.

FEEDBACK PROCESS

BCM One welcomes feedback from its employees, users, and the general public. Feedback can be provided through the feedback process found on our website at <https://www.bcmone.com/canada-accessibility/>.

EMPLOYEE FEEDBACK

BCM One encourages its employees, including persons with disabilities, to ask questions and provide direct feedback to our Human Resources Department. BCM One maintains a policy whereby employees can file a request for accommodations or any related questions with the Human Resources Team.

Employment

Identified Barriers:

There is an opportunity for greater engagement, promotion, and communication to support accessibility, encourage self-disclosure, and enhance a supportive workplace culture and community.

Actions Steps:

We will continue to actively evaluate the effectiveness of our workplace accommodation processes, including updating our Employee Handbook as necessary to ensure employees know when and how to request accommodations.

THE BUILT ENVIRONMENT

BCM One does not have a physical office in Canada.

TRANSPORTATION

BCM One does not offer transportation services.

INFORMATION AND COMMUNICATION TECHNOLOGIES

BCM One strives to provide products and services that are accessible to all customers and users. Our goal is to remove barriers that prevent individuals from benefiting from our next-generation products and features. To achieve this, BCM One continuously engages with partners, employees, and users to identify and address limitations in our products and services.

DESIGN AND DELIVERY OF PRODUCTS AND SERVICES

BCM One's goal is to offer clear communication and support options to all customers and potential customers. We aim to ensure that our customer support services, marketing communications, and other communications are accessible to people of all abilities, providing meaningful access to information and support for those with disabilities. To achieve this, we continuously improve the accessibility of our communications and enhance our efforts to provide an exceptional customer experience.

PROCUREMENT OF GOODS, SERVICES, AND FACILITIES

BCM One prioritizes accommodating individuals with disabilities and providing them with the necessary tools so they can succeed at their jobs.

Appendix A - The Principles of the ACA

BCM One developed its Accessibility program following the principles set out in Section 6 of the ACA:

- a. all persons must be treated with dignity regardless of their disabilities;
- b. all persons must have the same opportunity to make for themselves the lives that they are able and wish to have regardless of their disabilities;
- c. all persons must have barrier-free access to full and equal participation in society, regardless of their disabilities;
- d. all persons must have meaningful options and be free to make their own choices, with support if they desire, regardless of their disabilities;
- e. laws, policies, programs, services and structures must take into account the disabilities of persons, the different ways that persons interact with their environments and the multiple and intersecting forms of marginalization and discrimination faced by persons;
- f. persons with disabilities must be involved in the development and design of laws, policies, programs, services and structures; and
- g. the development and revision of accessibility standards and the making of regulations must be done with the objective of achieving the highest level of accessibility for persons with disabilities.