

**NEW GOLD  
ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES  
MULTI-YEAR ACCESSIBILITY PLAN (2014-2019)**

**Part 1: Introduction and Background Information**

**New Gold’s Commitment to an Inclusive and Accessible Work Environment**

New Gold Inc. (“New Gold”) is committed to treating persons with disabilities in a way that allows them to maintain their dignity and independence. We are committed to meeting the needs of persons with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Integrated Accessibility Standards regulation (the “IASR”) enacted under the Accessibility for Ontarians with Disabilities Act, 2005 (the “AODA”).

**Part 2: Accessibility at New Gold**

**Accessibility Plan**

The AODA seeks to provide a fully accessible Ontario by 2025. Consistent with this objective, there are many obligations placed on organizations, including New Gold, to ensure their Ontario workplaces and services are fully accessible to the public and employees, including persons with disabilities.

The IASR requires every employer with 50 or more employees in Ontario to develop and post a Multi-Year Accessibility Plan on their website. New Gold’s Multi-Year Accessibility Plan (the “Multi-Year Accessibility Plan”) outlines New Gold’s comprehensive strategy to prevent and remove barriers to accessibility in accordance with the IASR.

The objective of the Multi-Year Accessibility Plan is to support New Gold’s compliance with the AODA and the IASR and New Gold’s commitment to treating persons with disabilities in a way that allows them to maintain their dignity and independence.

**Part 3: New Gold’s Multi-Year Accessibility Plan**

**Part I: General Requirements**

<b>Initiative</b>	<b>IASR Requirement</b>	<b>Action</b>	<b>Status</b>	<b>Compliance Deadline</b>
Establishment of Accessibility Policies	3(1) Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards referred to in this Regulation.	<ul style="list-style-type: none"> <li>Accessibility for Ontarians with Disabilities Integrated Accessibility Standards Policy (the “Accessibility Policy”) developed and implemented.</li> </ul>	Complete	January 1, 2014
	3(2) Obligated organizations, other than small organizations, shall include a statement of organizational commitment to meet the accessibility needs of persons with disabilities in a timely manner in their policies.	<ul style="list-style-type: none"> <li>Statement of organizational commitment included in the Accessibility Policy and the Multi-Year Accessibility Plan.</li> </ul>	Complete	January 1, 2014
	3(3) Large organizations shall,	<ul style="list-style-type: none"> <li>Accessibility Policy posted on New Gold’s external website.</li> </ul>	Complete	January 1, 2014

	<p>a) prepare one or more written documents describing its policies; and</p> <p>b) make the documents publicly available, and shall provide them in an accessible format upon request.</p>	<ul style="list-style-type: none"> <li>• New Gold will provide copies of the Accessibility Policy in an accessible format, upon request.</li> </ul>		
Accessibility Plans	<p>4(1) Large organizations shall,</p> <p>a) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation;</p> <p>b) post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and</p> <p>c) review and update the accessibility plan at least once every five years.</p>	<ul style="list-style-type: none"> <li>• Multi-Year Accessibility Plan established and implemented.</li> <li>• Multi-Year Accessibility Plan posted on New Gold's external public website.</li> <li>• New Gold will provide copies of the Multi-Year Accessibility Plan in an accessible format, upon request.</li> <li>• Multi-Year Accessibility Plan will be reviewed and updated as necessary, but in any event no later than January, 2019.</li> </ul>	<p>a) Complete</p> <p>b) Complete</p> <p>c) Ongoing</p>	January 1, 2014
Training	<p>7(1) Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the Human Rights Code as it pertains to persons with disabilities to:</p> <p>a) all employees, and volunteers;</p> <p>b) all persons who participate in developing the organization's policies; and</p> <p>c) all other persons who provide goods, services or facilities on behalf of the organization.</p>	<ul style="list-style-type: none"> <li>• New Gold will ensure that all employees, volunteers and other individuals as required by the IASR in the Toronto, Emo and Rainy River Project Site offices, and Rainy River EPCM partner offices, complete an online training program, workbook training program, or in-house e-training in a classroom setting on the requirements of the IASR and on the <i>Human Rights Code</i> as it pertains to persons with disabilities.</li> </ul>	Ongoing	January 1, 2015
	<p>7(5) Every large organization shall keep a record of the training provided under this section, including the dates on which the training is provided and the number of</p>	<ul style="list-style-type: none"> <li>• New Gold shall keep a record of the training provided under Section 7(1).</li> </ul>	Ongoing	January 1, 2015

	individuals to whom it is provided.			
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**PART II – Information and Communications Standards**

<b>Initiative</b>	<b>IASR Requirement</b>	<b>Action</b>	<b>Status</b>	<b>Compliance Deadline</b>
Feedback	11(1) Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for accessible formats and communications supports, upon request.	<ul style="list-style-type: none"> <li>• Individuals may provide feedback to New Gold in any number of ways: <ul style="list-style-type: none"> <li>○ By email, to <a href="mailto:maria.ermakov@newgold.com">maria.ermakov@newgold.com</a>.</li> <li>○ In writing, by sending or hand delivering feedback to the New Gold Toronto office at the following address: <p style="text-align: center;">New Gold Inc. Brookfield Place, 181 Bay Street, Suite 3510 Toronto, Ontario M5J 2T3 Attention: Board of Directors c/o Corporate Secretary</p> <p style="text-align: center;">OR</p> <p style="text-align: center;">Attention: Investor Relations</p> <p style="text-align: center;">OR</p> <p style="text-align: center;">Attention: Human Resources (as applicable)</p> </li> <li>○ In person, by visiting the New Gold Toronto office and hand delivering feedback in writing to the reception area.</li> </ul> </li> <li>• New Gold will provide other accessible formats and communications supports upon request to ensure that persons with disabilities are able to provide feedback and receive a response.</li> </ul>	Complete	January 1, 2015
	11(3) Every obligated organization shall notify the public about the availability of accessible formats and communication supports.	<ul style="list-style-type: none"> <li>• Information regarding how an individual may provide feedback to New Gold will be available on our external public website at <a href="http://www.newgold.com">www.newgold.com</a>.</li> <li>• This includes a statement regarding the availability of</li> </ul>	Complete	January 1, 2015

		accessible formats and communication supports.		
Accessible Formats & Communication Supports	<p>12(1) Except as otherwise provided, every obligated organization shall upon request provide or arrange for the provision of accessible formats and communication supports for persons with disabilities,</p> <p>a) in a timely manner that takes into account the person's accessibility needs due to disability; and</p> <p>b) at a cost that is no more than the regular cost charged to other persons.</p>	<ul style="list-style-type: none"> <li>• New Gold strives to communicate with persons with a disability in a manner that takes into account both the disability and the individual person's preferred method of communication. New Gold can communicate with members of the public in writing, via telephone, email, or meetings, either in person or via video conference. New Gold recognizes that not all persons will wish to communicate in the same manner.</li> <li>• New Gold will provide accessible formats and communication supports to persons with disabilities upon request, in a timely manner that takes into account the person's accessibility needs due to disability.</li> <li>• New Gold will provide accessible formats and communication supports at a cost that is no more than the regular cost charged to other members of the public.</li> </ul>	Ongoing	January 1, 2016
	12(2) The obligated organization shall consult with the person making the request in determining the suitability of an accessible format or communication support.	<ul style="list-style-type: none"> <li>• New Gold will consult with any individual who requests accessible formats and communications supports to determine the suitability of an accessible format or communication support.</li> </ul>	Ongoing	January 1, 2016
	12(3) Every obligated organization shall notify the public about the availability of accessible formats and communication supports.	<ul style="list-style-type: none"> <li>• Information regarding how an individual can request accessible formats and communication supports will be available on our external public website at <a href="http://www.newgold.com">www.newgold.com</a>.</li> </ul>	Complete	January 1, 2016
Accessible Websites & Web Content	14(2) Large organizations shall make their internet websites and web content conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, initially at Level A and increasing to Level AA.	<ul style="list-style-type: none"> <li>• If New Gold launches a new public website or New Gold's existing public website undergoes a significant refresh after January 2014, the website and any of its content published after January 1, 2012 will conform to WCAG 2.0, at Level A,</li> </ul>	N/A	<p><b>January 1, 2014</b></p> <p>New internet websites and web content on those sites posted after January 1,</p>

		<p>except where this requirement is impracticable.</p> <ul style="list-style-type: none"> <li>By January 1, 2021, New Gold's external public website will conform to WCAG 2.0 Level AA, except for those requirements specifically excluded under the IASR.</li> </ul>	In Progress	<p>2012 must conform with WCAG 2.0 Level A.</p> <p><b>January 1, 2021</b></p> <p>All internet websites and web content must conform with WCAG 2.0 Level AA, other than, success criteria 1.2.4 Captions (Live) success criteria 1.2.5 Audio Descriptions (Pre- recorded).</p>
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### PART III – Employment Standard

Initiative	IASR Requirement	Action	Status	Compliance Deadline
Recruitment, General	22. Every employer shall notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes.	<ul style="list-style-type: none"> <li>New Gold will notify its employees in Ontario and the public about the availability of accommodation for applicants with disabilities in its recruitment process by including such information in any job posting, whether such posting is made internally or externally.</li> <li>New Gold will also include this statement on its external public website under the "Careers" section whenever there is a job posting for a position based in Ontario.</li> </ul>	Ongoing	January 1, 2016
Recruitment, Assessment or Selection Process	23(1) During a recruitment process, an employer shall notify job applicants, when they are individually selected to participate in an assessment or selection process that accommodations are available upon request in relation to the materials or processes to be used.	<ul style="list-style-type: none"> <li>For positions based in Ontario, when New Gold notifies job applicants that they have been selected to participate further in the recruitment process, New Gold will notify those job applicants that accommodations are available upon request in relation to the materials or processes to be used during the assessment process by including a statement to this</li> </ul>	Ongoing	January 1, 2016

		effect in its communication to applicants.		
	23(2) If a selected applicant requests an accommodation, the employer shall consult with the applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.	<ul style="list-style-type: none"> <li>For positions based in Ontario, if a selected applicant requests an accommodation, New Gold will consult with the applicant and provide, or arrange for the provision of, suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.</li> </ul>	Ongoing	January 1, 2016
Notice to Successful Applicants	24. Every employer shall, when making offers of employment, notify the successful applicant of its policies for accommodating employees with disabilities.	<ul style="list-style-type: none"> <li>When making offers of employment for positions based in Ontario, New Gold will notify the successful applicant of its policies for accommodating employees with disabilities by including copies of its policies for accommodating employees in Ontario with disabilities as part of the onboarding process.</li> </ul>	Ongoing	January 1, 2016
Informing Employees of Supports	25(1) Every employer shall inform its employees of its policies used to support its employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.	<ul style="list-style-type: none"> <li>New Gold will inform its employees in Ontario of its policies used to support its employees in Ontario with disabilities by posting such policies on its internal intranet, including:   <i>Accessibility for Ontarians with Disabilities Integrated Accessibility Standards Policy</i>  <a href="https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New-Gold-AODA-Integrated-Accessibility-Standards-Policy.pdf">https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New-Gold-AODA-Integrated-Accessibility-Standards-Policy.pdf</a>);  <i>Accessibility for Ontarians with Disabilities Customer Service Policy</i>  <a href="https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New-Gold-AODA-Customer-Service-Policy.pdf">https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New-Gold-AODA-Customer-Service-Policy.pdf</a>); <i>Accessibility for Ontarians with Disabilities Multi-Year Plan</i>  <a href="https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New-Gold-Multi-Year-Accessibility-Plan.pdf">https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New-Gold-Multi-Year-Accessibility-Plan.pdf</a>); and  <i>Accessibility for Ontarians with Disabilities Employment Standards Policy</i>  <a href="https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New%20Gold%20-">https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New%20Gold%20-</a> </li> </ul>	Ongoing	January 1, 2016

		<a href="#">%20AODA%20-%20Employment%20Standards%20Policy%20-%20FINAL.pdf.</a>		
	25(2) Employers shall provide the information required under this section to new employees as soon as practicable after they begin their employment.	<ul style="list-style-type: none"> <li>New Gold will provide copies of its policies used to support its employees with disabilities in Ontario to new employees in Ontario as soon as practicable after commencing employment.</li> </ul>	Ongoing	January 1, 2016
	25(3) Employers shall provide updated information to its employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.	<ul style="list-style-type: none"> <li>New Gold will provide updated information to its employees in Ontario whenever there is a change to its existing policies on the provision of job accommodations that take into account an Ontario employee's accessibility needs due to disability by updating the information on its internal intranet.</li> </ul>	Ongoing	January 1, 2016
Accessible Formats and Communication Supports for Employees	<p>26(1) In addition to its obligations under section 12, where an employee with a disability so requests it, every employer shall consult with the employee to provide or arrange for the provision of accessible formats and communication supports for,</p> <p>a) information that is needed in order to perform the employee's job; and</p> <p>b) information that is generally available to employees in the workplace.</p>	<ul style="list-style-type: none"> <li>Upon the request of an employee in Ontario with a disability, New Gold will consult with the employee to provide, or arrange for the provision of, accessible formats and communication supports for information that is needed to perform the employee's job and information that is generally available to other employees.</li> </ul>	Ongoing	January 1, 2016
	26(2) The employer shall consult with the employee making the request in determining the suitability of an accessible format or communication support.	<ul style="list-style-type: none"> <li>In Ontario, when determining the suitability of an accessible format or communication support, New Gold will consult with the employee making the request.</li> </ul>	Ongoing	January 1, 2016
Workplace Emergency Response Information	27(1) Every employer shall provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary and the employer is aware of the need for accommodation due to the employee's disability.	<ul style="list-style-type: none"> <li>New Gold will provide individualized workplace emergency response information to employees in Ontario who have a disability, where this information is necessary and where New Gold is aware of the employee's need for accommodation due to the employee's disability.</li> </ul>	Complete	January 1, 2012

	27(2) If an employee who receives individualized workplace emergency response information requires assistance and with the employee's consent, the employer shall provide the workplace emergency response information to the person designated by the employer to provide assistance to the employee.	<ul style="list-style-type: none"> <li>Part of the process for the provision of individualized workplace emergency response information, if employee consent received.</li> </ul>	Ongoing	January 1, 2012
	27(3) Employers shall provide the information required under this section as soon as practicable after the employer becomes aware of the need for accommodation due to the employee's disability.	<ul style="list-style-type: none"> <li>Part of the process for the provision of individualized workplace emergency response information.</li> </ul>	Ongoing	January 1, 2012
	27(4) Every employer shall review the individualized workplace emergency response information, <ul style="list-style-type: none"> <li>a) when the employee moves to a different location in the organization;</li> <li>b) when the employee's overall accommodations needs or plans are reviewed; and</li> <li>c) when the employer reviews its general emergency response policies.</li> </ul>	<ul style="list-style-type: none"> <li>Part of the process for the provision of individualized workplace emergency response information.</li> </ul>	Ongoing	January 1, 2012
Documented Individual Accommodation Plans	28(1) Employers, other than employers that are small organizations, shall develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities.	<ul style="list-style-type: none"> <li>New Gold will develop and maintain a written process for the development of documented individual accommodation plans for employees in Ontario with disabilities. This process is contained within the <i>Accessibility for Ontarians with Disabilities Employment Standards Policy</i> <a href="https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New%20Gold%20-%20AODA%20-%20Employment%20Standards%20Policy%20-%20FINAL.pdf">https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New%20Gold%20-%20AODA%20-%20Employment%20Standards%20Policy%20-%20FINAL.pdf</a>.</li> </ul>	Complete	January 1, 2016
	28(2) The process for the development of documented individual	<ul style="list-style-type: none"> <li>New Gold's written process for the development of</li> </ul>	Complete	January 1, 2016

	<p>accommodation plans shall include the following elements:</p> <ol style="list-style-type: none"> <li>1. The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan.</li> <li>2. The means by which the employee is assessed on an individual basis.</li> <li>3. The manner in which the employer can request an evaluation by an outside medical or other expert, at the employer's expense, to determine if accommodation can be achieved and, if so, how accommodation can be achieved.</li> <li>4. The manner in which the employee can request the participation of a representative from their bargaining agent, where the employee is represented by a bargaining agent, or other representative from the workplace, where the employee is not represented by a bargaining agent, in the development of the accommodation plan.</li> <li>5. The steps taken to protect the privacy of the employee's personal information.</li> <li>6. The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done.</li> </ol>	<p>individual accommodation plans in Ontario will address:</p> <ul style="list-style-type: none"> <li>o The manner in which an employee requesting accommodation can participate in the development of their individual accommodation plan;</li> <li>o The means by which the employee is assessed on an individual basis;</li> <li>o The manner in which New Gold can request an evaluation by an outside medical or other expert, at New Gold's expense, in order to determine if accommodation can be achieved and, if so, how;</li> <li>o The manner in which the employee can request the participation of a representative from New Gold;</li> <li>o The steps taken to protect the privacy of the employee's medical information;</li> <li>o How often the individual accommodation plan will be reviewed and updated, and how this update will be accomplished;</li> <li>o The manner in which the reasons for the denial of an individual accommodation plan will be provided to the employee; and</li> <li>o The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability.</li> </ul>		
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	<p>7. If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee.</p> <p>8. The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability.</p>	<ul style="list-style-type: none"> <li>o The written process is contained within the <i>Accessibility for Ontarians with Disabilities Employment Standards Policy</i> <a href="https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New%20Gold%20-%20AODA%20-%20Employment%20Standards%20Policy%20-%20FINAL.pdf">https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New%20Gold%20-%20AODA%20-%20Employment%20Standards%20Policy%20-%20FINAL.pdf</a>, with forms: <i>Individual Workplace Accommodation Plan Request Form (Part A)</i>; and <i>Individual Workplace Accommodation Plan (Part B)</i> available.</li> </ul>		
Return to Work Process	<p>29(1) Every employer, other than an employer that is a small organization,</p> <p>a) shall develop and have in place a return to work process for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work; and</p> <p>b) shall document the process.</p>	<ul style="list-style-type: none"> <li>• New Gold will develop and maintain a return to work process for its employees in Ontario who have been absent from work due to a disability and who require disability-related accommodations in order to return to work.</li> <li>• New Gold will document the return to work process.</li> <li>• The process is contained within the <i>Accessibility for Ontarians with Disabilities Employment Standards Policy</i> <a href="https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New%20Gold%20-%20AODA%20-%20Employment%20Standards%20Policy%20-%20FINAL.pdf">https://intranet.newgold.com/policies/Accessibility%20in%20Ontario/New%20Gold%20-%20AODA%20-%20Employment%20Standards%20Policy%20-%20FINAL.pdf</a>.</li> </ul>	Complete	January 1, 2016
	<p>29(2) The return to work process shall,</p> <p>a) outline the steps the employer will take to facilitate the return to work of employees who were absent because their disability required them to be away from work; and</p>	<ul style="list-style-type: none"> <li>• The return to work process will outline the steps New Gold will take to facilitate the employee's return to work and will include documented individual accommodation plans as part of the process.</li> </ul>	Complete	January 1, 2016

	b) use documented individual accommodation plans, as part of the process.			
	29(3) The return to work process referenced in this section does not replace or override any other return to work process created by or under any other statute.	<ul style="list-style-type: none"> <li>New Gold's return to work process will not replace or override any other return to work process created by or under any other statute.</li> </ul>	Complete	January 1, 2016
Performance Management	30(1) An employer that uses performance management in respect of its employees shall take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities.	<ul style="list-style-type: none"> <li>New Gold will take into account the accessibility needs of employees in Ontario with disabilities, as well as individual accommodation plans, when conducting performance management, as outlined within the Performance and Development Plan – Manager Guide</li> </ul>	Ongoing	January 1, 2016
Career Development & Advancement	31(1) An employer that provides career development and advancement to its employees shall take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans, when providing career development and advancement to its employees with disabilities.	<ul style="list-style-type: none"> <li>New Gold will take into account the accessibility needs of employees in Ontario with disabilities, as well as individual accommodation plans, when providing career development and advancement to employees, as outlined within the Performance and Development Plan – Manager Guide.</li> </ul>	Ongoing	January 1, 2016
Redeployment	32(1) An employer that uses redeployment shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.	<ul style="list-style-type: none"> <li>New Gold will take into account the accessibility needs of employees in Ontario with disabilities, as well as individual accommodation plans, when redeploying employees.</li> </ul>	Ongoing	January 1, 2016

#### Part 4: Contact Information

If you have any questions, or have feedback related to New Gold's Multi-Year Accessibility Plan, please contact Maria Ermakov, HR Advisor by telephone at +1 416 775 7555 or by email at [Maria.Ermakov@newgold.com](mailto:Maria.Ermakov@newgold.com), or for the Rainy River project Christine Ruppenstein, Supervisor HR, by telephone at +1 807 482 2501 or by email at [Christine.Ruppenstein@newgold.com](mailto:Christine.Ruppenstein@newgold.com).