

# Accessibility for Ontarians with Disabilities

## Multi-Year Accessibility Plan for Ontario, Canada

### [2021-2026]

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#### **STATEMENT OF COMMITMENT**

The Marvell Technology Group, which includes Canadian subsidiary Inphi Canada Ltd. (“Marvell”), is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to improving accessibility and 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 Ontario's *Accessibility for Ontarians with Disabilities Act* and its related regulations and standards (“AODA”).

In striving for an accessible workplace, the Company will also comply with all of its obligations under applicable provincial human rights law.

#### **APPLICABLE REGULATIONS**

The regulations applicable to Marvell, in accordance with the AODA and Integrated Accessibility Standards Regulation (IASR)- Ontario Regulation 191/11, are as follows:

- Employment Standard (including Workplace Emergency Response Information & Training);
- Information and Communications Standard; and
- Customer Service Standard.

#### **EMPLOYMENT STANDARD**

Marvell is committed to (1) maintaining accessibility policies and procedures, (2) providing accessible formats and communication supports with respect to our employment practices, (3) providing individualized workplace emergency response information to Marvell employees who have a disability where the nature of the disability is such that accommodation is required, and (4) providing training to all Ontario employees on the requirements of the AODA and Ontario Human Rights Code.



## Actions Taken:

### A. Accommodations

- Marvell maintains internal accessibility and accommodations policies and procedures.
- Marvell informs current employees and new hires of policies used to support employees with disabilities.
- If an employee is absent from work due to a disability and requires accommodation in order to return to work, Marvell will develop an individual accommodation plan for that individual, in consultation with an expert, where necessary.
- If an employee or new hire with a disability makes a request for accommodation, Marvell will consult with the individual and determine the provision or arrangement of suitable accommodation in a manner that takes into account the applicant's accessibility needs due to a disability and Marvell's ability to deliver.
- Upon request, Marvell will consult with an employee to provide or arrange for the provision of accessible formats or communication supports for information that is need in order to perform the job and information that is generally available to employees in the workplace.

### B. Hiring

- Marvell's Careers webpage contains information about the availability of accommodations for job applicants with disabilities during the recruitment and selection process.
- Marvell job postings reference the availability of accommodations for job applicants with disabilities during the recruitment and selection process.
- Marvell informs job applicants who are selected for an interview that accommodations are available, upon request, in relation to the materials or processes to be used.

### C. Workplace Emergency Response Information

- Upon request, Marvell will consult with the employee to provide or arrange for an individualized workplace emergency response plan.

#### D. Training

- Marvell provides training to Ontario-based employees on the requirements of the AODA and the Ontario Human Rights Code, and tracks employee participation in this training to ensure training has been completed.

### **INFORMATION AND COMMUNICATIONS STANDARD**

Marvell is committed to meeting the communication needs of people with disabilities. Marvell will consult with people with disabilities to determine their information and communication needs.

#### Actions Taken:

- Upon request, Marvell will provide or arrange for the provision of accessible formats and communication supports for persons with disabilities. Marvell is committed to consulting the person making the request in determining the suitability of an accessible format or communication support.

#### Planned Actions:

- Marvell's website (<https://www.marvell.com>) will conform with WCAG 2.0, Level AA protocols by mid-2022.
- Compliance with the AODA protocols will be incorporated into the selection criteria for vendors for technology, website and software development initiatives.

### **CUSTOMER SERVICE STANDARD**

Marvell is committed to providing access to our facilities and delivering excellent service in a way that respects the dignity and independence of all of our customers and visitors.

#### Actions Taken:

- As part of the required AODA training, Ontario employees receive training on the purpose and requirements of the Customer Service Standard.
- Public areas of our office are accessible to those with a seeing eye dog or in a wheelchair.
- Upon request, Marvell will provide or arrange for the provision of assistive devices for those customers and visitors who are hearing or visually impaired. If customers or visitors are accompanied by a support person, the support person will be accommodated subject to Marvell's internal policies.