



AODA Employment Standard

H&R Block's employment policies and practices foster diversity, inclusiveness, and accessibility.

Recruitment

H&R Block makes every reasonable effort to accommodate selected job applicants who have disabilities. Selected applicants are informed that these accommodations are available for the interview process. If accommodation is requested, H&R Block will consult with the applicant and arrange for the provision of suitable accommodation that considers the applicant's needs.

All job postings include the following statement:

H&R Block fosters a workplace in which individual differences are recognized, appreciated, and respected. Accommodations are available upon request for candidates taking part in all aspects of the recruitment and selection process.

Accessible Formats and Communication Support

In the onboarding process, Associates are advised of H&R Block's provision of job accommodations that consider an Associate's accessibility needs.

H&R Block makes every reasonable effort to provide or arrange for the provision of accessible formats and communication supports for information needed to perform their job duties.

Workplace Emergency Response Information

H&R Block provides workplace emergency response information in the Company's onboarding of new Associate process. Where an Associate requires individualized workplace emergency response support, and with the Associate's consent, H&R Block will designate a person to provide emergency assistance to the Associate.

Performance Management, Career Development and Advancement

H&R Block considers the accessibility needs of Associates with disabilities when conducting performance management, or providing career development and advancement to Associates.

Please contact Human Resources, at Humanresourcesinquiries@hrblock.ca for additional information.