



Employee Accommodation Policy

As required by applicable law, Telesat Canada (the "**Company**") will provide a workplace that ensures equal opportunity free from discrimination based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability or pardoned conviction. The foregoing includes providing reasonable workplace accommodation where required under federal employment equity legislation and the Canadian Human Rights Act.

The purpose of accommodation is to ensure that individuals who are otherwise able to work are not unfairly excluded from doing so when working conditions can be adjusted without causing undue hardship to the Company. A request for accommodation must be made on an individual basis and will be assessed on its own merit. The employee will identify the need for accommodation and may propose the specific, associated accommodation requirements, or simply provide information that some type of accommodation may be required. The Company will consult the employee in the design of the accommodation and in consideration of the essential duties and physical demands of the position. These consultations and the resulting agreed-upon accommodation will be documented and implemented. Agreed-upon accommodations will be reviewed on a regular basis and modifications will be introduced as required, or where the need for accommodation ceases, it will be discontinued.

Reasonable accommodation is intended to permit a qualified individual to perform the essential functions of his or her job. This may be achieved, for example, by providing technical assistive devices or by making changes to when or how the essential job functions are typically performed. Reasonable accommodation is not intended to redefine a job by reallocating essential job functions to other employees.

Various methods of accommodation will be considered, except those that could cause undue hardship to the Company. Under the Canadian Human Rights Act, an employer can claim undue hardship when adjustments to a policy, practice, by-law or building would cost too much, or create risks to health or safety. There is no precise legal definition of undue hardship or a standard formula for determining undue hardship. Each situation will be viewed as unique and assessed individually.