

MULTI-YEAR ACCESSIBILITY PLAN

Introduction

In 2005, the government of Ontario passed the Accessibility for Ontarians with Disabilities Act (the “AODA”). The AODA requires that effective January 1, 2014, Hudbay Minerals Inc. (the “Company”) establish, implement, maintain and document a multi-year accessibility plan which outlines the organization’s strategy to prevent and remove barriers for persons with disabilities and to meet the requirements of the Integrated Accessibility Standards (the “IAS”) regulation.

This multi-year accessibility plan (the “Accessibility Plan”) outlines the Company’s strategy to prevent and remove barriers for persons with disabilities in Ontario and to address the current and future requirements of the IAS as contemplated by the Company’s Integrated Accessibility Standards Policy for Ontario, Canada (the “Accessibility Policy”).

Our Commitment

Hudbay is committed to ensuring equal access, opportunity and participation for all persons. We are committed to meeting the needs of people with disabilities in a timely and efficient manner that allows them to maintain their dignity and independence. We will do so by removing and preventing barriers to accessibility, trusting our employees with the execution of the accessibility standards, being open to feedback and by meeting our accessibility requirements under Ontario’s accessibility laws.

Scope

The Company’s Accessibility Policy and Accessibility Plan applies to all employees of Hudbay Minerals in Ontario.

General Accessibility

Accessibility Policies

- Hubday is committed to compliance with the accessibility standards for customer service as provided for under the IAS. Hubday has developed and implemented the Company's Accessibility Policy as well as other applicable accessibility policies contemplated by the IAS regulation (collectively, the "Accessibility Policies").

Multi Year Accessibility Plan

- Hubday has assigned accountability for the implementation of the Company's Accessibility Plan to the Director of Human Resources. This plan will be reviewed and updated as necessary, but at least every 5 years. Updates to the plan will be posted on the Company's website.

Training

- Hubday has determined the required training that is necessary to comply with the requirements under the AODA and ensures that all mandated training is available in a manner that is consistent with a barrier-free workplace.
- The required training for individual roles within the Company has been identified, and people Managers are to review AODA training completion.
- Hubday's Human Resources department maintains records of training completion and will regularly follow up with employees to make certain that training is complete. AODA training is a core component of the required training for new employees and is reviewed when an employee changes role.

Customer Service

Hubday is committed to compliance with the accessibility standards for customer service as provided for under the IAS. Hubday has developed and implemented Accessibility Policies and training to comply with the customer service standards in the IAS regulation.

Information and Communication

Emergency Plans, Procedures or Public Safety Information

- Hubday is committed to providing its emergency plans, procedures and public safety information that it makes available to the public in an "accessible format" and with appropriate "communication supports" (as each such term is defined in the IAS regulation), as soon as practicable, upon request.
- Accountability for responding to requests for accessible formats and communication supports has been assigned to the Human Resources department. Human Resources personnel will familiarize themselves with

different types of accessible formats and communication supports as well as how to provide these.

Feedback

- Hubday has established procedures for receiving and responding to feedback in a way that is accessible to persons with disabilities, upon request.
- For more information on this accessibility plan or to provide feedback, please contact Hubday's Director of Human Resources by email at info@hubdayminerals.com or by phone at 416 365 8181

Accessible Formats and Communication Supports

- Hubday personnel who are accountable for external communications will receive training on the provision of accessible formats and communication supports and may consult Human Resources for assistance in providing such communications as needed.
- Notification of the availability of accessible formats and communication supports has been posted on the Company's website.
- Individuals may make requests for information in an accessible format and/or with communication supports using the contact details listed on Hubday's website

Accessible Websites and Web Content

- Hubday has made certain that Communications personnel and others responsible for management of the Company's website are aware of the requirements to maintain an accessible website.
- Hubday's website is (where practicable) compliant with WCAG 2.0 Level AA standards, and management is working with the Company's website support vendor to identify and resolve any issues identified.

Employment

Recruitment

- Hubday takes steps to notify the public and employees about the availability of accommodation for applicants with disabilities in our recruitment process.
- Notices informing candidates about the availability of accommodations is included in all job advertisements, and requests for accommodations are treated confidentially.
- Hubday will instruct external recruiters to notify the public of our commitments.

Recruitment, assessment or selection process

- Human Resources will develop a notice about the availability of accommodation during the assessment and selection process.
- Human Resources will consult with any applicant requesting accommodation and will endeavour to provide accommodation in a manner that takes into account the individual's accessibility needs.

Notice to successful applicants

- Hubbay has developed a clause that is included on offer letters to notify all successful applicants about the Company's policies on accommodating employees with disabilities.

Informing employees of supports

- Hubbay's onboarding program will notify employees of the Company's policies to support employees with disabilities.
- Hubbay will provide updates as changes to such policies are made, and will inform employees of the specific policy changes.

Accessible Formats and Communications Supports for employees

- Hubbay will brief its people Managers on the requirement to provide accessible formats and communication supports to employees upon request as well as the need to consult with the employee to determine how their needs may be met.
- In addition to making policies available to employees, Hubbay will consult with employees requesting accommodation to outline the Company's policies and procedures, and to understand the employee's needs.

Workplace emergency response information

- Hubbay maintains individualized workplace emergency plans for employees who require accommodation for a disability.
- Hubbay informs new employees of the availability of such plans and updates these plans as necessary.

Individual accommodation plans and a return-to-work process

- Hubbay has developed a written policy, process, and documentation templates to develop individual accommodation and return to work plans.
- These materials address a) the provision of accessible formats and communication supports, b) individualized workplace emergency response information, c) the steps the company will take to facilitate the employee's return to work, and d) documented accommodation plans.
- In addition to making such materials available to employees, Hubbay will consult with employees requesting accommodation and/or a return-to-work plan to outline the Company's policies, procedures, and to understand the employee's needs.

Performance Management

- Hubbay will brief Managers of employees with disabilities on how to take accessibility needs and individual accommodation plans into account when engaging in performance management activities when required.

Career development and advancement

- Hubday will brief Managers of employees with disabilities on how to take accessibility needs and individual accommodation plans into account when engaging in career development and advancement activities when required.

Redeployment

- Hubday will brief Managers of employees with disabilities on how to take accessibility needs and individual accommodation plans into account when engaging in redeployment activities when required.

Design of Public Spaces

Hubday does not operate any spaces in Ontario that are available to the public, but acknowledges that visitors to our office will travel through common spaces such as lobbies, elevators etc. in buildings where we maintain offices. Hubday will work with building management to ensure compliance if we become aware of any non-compliance with the AODA.

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