

## **Accessibility Policy and Multi-Year Accessibility Plan**

Exeter Produce and Veri Hydroponics are 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 meeting the needs of people with disabilities and will do so in a timely manner by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disability Act. As an employer, Exeter Produce and Veri Hydroponics will uphold these standards and will continue to work toward creating a fully accessible workplace.

### Accessibility Plan for 2017 through 2021

Exeter Produce and Veri Hydroponics will follow the below plan which outlines the policies and actions that will be put in place to improve opportunities for individuals with disabilities. In accordance with the Integrated Accessibility Standard, we will review and update the Plan to meet the requirements under the Act.

#### A. Accessible Emergency Information and Procedures

We are committed to providing individualized emergency response information in an accessible way upon request.

#### B. Training

We will provide training regarding accessibility laws and the Human Rights Code to all employees and volunteers and others who deal with the public or other third parties on our behalf. Training will also be provided to people involved in the development of policies, plans, practices and procedures for the company.

#### C. Information and Communication

We are committed to meeting the communication needs of individuals with disabilities. We will consult with individuals with disabilities to determine their information and communication needs.

#### Website Requirements

We will ensure that new web content will comply with the WCAG 2.0 Level AA by January 1, 2021.

#### Feedback Process

We will ensure that all feedback processes are accessible to individuals with disabilities. Upon request, the company will provide for the provision of accessible formats and communications support.

#### D. Employment

We are committed to fair and accessible employment practices. By January 1, 2018, we will establish the necessary policies and processes to meet the IAS standards.

#### Informing Employees of Support

We will establish processes to inform employees, new and existing, of our accessible employment practices, including policies on providing job accommodations that take into account an employee's accessibility needs due to disability.

## **Recruitment**

We will establish processes on notifying employees and the public about the availability of accommodation through the recruitment process, as well as for all assessments and selection tools. Additionally, the company will include communication of policies regarding accommodation of employees with disabilities to all successful candidates during the offer stage.

## **Communication Support**

We will provide all employment-related information in accessible formats. We will consult with individuals with disabilities to determine their information and communication needs to help provide information that is required for the individual to perform his/her job.

## **Workplace Emergency Response Information**

We will continue to provide individual workplace emergency response information to employees who have a disability.

## **Accommodation Plans**

We will establish a policy to document individualized accommodation plans.

## **Performance Management, Career Development and Redeployment**

We will ensure that our performance management, career development and redeployment processes take into account the accessibility needs of employees with disabilities and their individual accommodation plans.

## **Return to Work Process**

We will continue to support the return to work policies and processes for our employees that have been absent from work due to a disability and require disability-related accommodations in order to return to work.

## **For More Information**

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