



## Integrated Accessibility Standards Policies

---

Accessibility Policies for Superior Road Products Ltd., (Superior) is committed to improving accessibility. We will put the following policies into practice as required by the Accessibility for Ontarians with Disabilities Act.

### **General**

Superior is committed to training staff on Ontario's accessibility laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

### **Information and Communications**

Superior is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes, publicly available information about our goods, services and facilities, as well as publicly available emergency information.

Superior will consult with people with disabilities to determine their information and communication needs.

### **Employment**

Superior will notify the public and staff that, when requested, we will accommodate disabilities during recruitment and assessment processes and when people are hired. If needed, we will provide customized workplace emergency information to employees who have a disability. If using performance management, career development and redeployment processes, we will take into account the accessibility needs of employees with disabilities.

## **Design of Public Spaces**

Superior will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces.

## **Modifications to this or other policies**

Any of our policies that do not respect and promote the dignity and independence of people with disabilities will be modified or removed.

## **Acknowledgement & Agreement**

I, \_\_\_\_\_, acknowledge that I have read and understand the Integrated Accessibility Standards Policies of Superior. Further, I agree to adhere to this Policy and will ensure that employees working under my direction adhere to these guiding principles. I understand that if I violate this Policy, I may face corrective action, up to and including termination of employment.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Witness: \_\_\_\_\_