



## MULTI-YEAR ACCESSIBILITY PLAN

### Accessibility for Ontarians with Disabilities Act (AODA)

#### Introduction

Weil's Food Processing Ltd. is committed to providing an inclusive and accessible workplace for people with disabilities. We aim to identify, prevent, and remove barriers in a manner that respects dignity, independence, privacy, and individual needs.

Our facility is a single-level workplace designed to support accessibility. Where required, additional eating or changing areas are available to accommodate individual needs. Policies and procedures are available upon request in accessible formats and multiple languages. Accessibility-related information is reviewed during employee training to support a variety of learning styles.

We encourage open communication regarding health, safety, and accessibility needs. Feedback is reviewed at management level and addressed **to the extent practicable**.

This Multi-Year Accessibility Plan outlines our strategy to meet AODA requirements and will be reviewed and updated at least once every five years.

---

### Section 1: Past Achievements to Remove and Prevent Barriers

#### Customer Service (As Applicable)

- Weil's Food Processing Ltd. does not provide goods, services, or facilities to the public.
- For non-employees accessing the workplace (e.g., contractors, inspectors):
  - Accessibility needs are addressed on an individual basis **where reasonably possible**
  - Support people are permitted where required
  - Feedback can be submitted by email or phone

#### Information and Communications

- Workplace information is provided in accessible formats or with communication support



upon request, **to the extent practicable**

- Individuals are consulted to determine suitable formats or supports
- Accessibility considerations are incorporated into workplace communications

### **Employment**

- Inclusive recruitment practices are in place, with accommodation available during hiring and assessment **where reasonably possible**
- Individual accommodation plans are developed in consultation with employees
- Customized workplace emergency response information is provided where required
- A documented return-to-work process is maintained for employees needing disability-related accommodation

### **Procurement**

- Where applicable, accessibility considerations are included when procuring goods, services, or facilities from third parties

### **Training**

- All employees have received training on:
  - Purpose of the AODA
  - Integrated Accessibility Standards Regulation (IASR)
  - Relevant obligations under the Ontario Human Rights Code
- Training records are maintained

---

## **Section 2: Future Strategies and Actions**

### **Customer Service (As Applicable)**

- Accessibility needs of non-employees accessing the workplace will continue to be addressed on an individual basis, **where reasonably possible**



- **Timeframe:** Ongoing

### **Information and Communications**

- Ensure new workplace information is accessible
- Continue to provide accessible formats or communication supports upon request
- **Timeframe:** Ongoing

### **Employment**

- Continue to support employees with disabilities through accommodation and individualized plans
- Review accommodation practices as roles or needs change
- **Timeframe:** Ongoing

### **Procurement**

- Continue to consider accessibility when selecting suppliers, where applicable
- **Timeframe:** Ongoing

### **Training**

- Provide accessibility training to new employees as part of onboarding
- Provide refresher training when policies or legislation change
- **Timeframe:** Ongoing

---

### **Availability of the Plan**

This Multi-Year Accessibility Plan is available upon request. Accessible formats will be provided in a timely manner and at no cost, in consultation with the person making the request.

---

### **For More Information**



To request this plan in an accessible format or for additional information, please contact:

**Department:** Human Resources

**Phone:** 519-551-2806, Extension 5

**Email:** [hr@weilsfood.ca](mailto:hr@weilsfood.ca)

---

### **Acknowledgment of AODA Compliance**

Weil's Food Processing Ltd. is committed to maintaining compliance with all applicable AODA requirements. Policies, procedures, and accessibility practices will be reviewed and updated as required.

This plan will be reviewed and updated at least once every five years.

---

### **Conclusion**

Weil's Food Processing Ltd. is committed to the principles of dignity, independence, integration, and equal opportunity for people with disabilities. We will continue to identify, remove, and prevent barriers within our organization **to the extent practicable.**

**Last reviewed and updated: January 2026**