



Statement of Commitment

Providing Goods and Services to People with Disabilities

Lar-Mex Inc. is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

Our organization is committed to providing a barrier-free environment for our clients/customers, employees, job applicants, suppliers, visitors, and any other stakeholder who access our information or use our services. As an organization we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005), Customer Service Standard and the Integrated Accessibility Standards Regulations (Information and Communications, Employment, Transportation and for the Built Environment).

Approximately 1.8 million Ontarians live with a disability and as the population grows older this number will increase. We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under Ontario's accessibility laws. Our organization has a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance with accessibility legislation by incorporating policies, procedures, programs and training into our daily activities.

This will include (but is not limited to):

- Upholding all legislation regarding the Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005 and reviewing all policies and practices on a regular basis.
- We are committed to training staff and volunteers, as soon as practicable, in Ontario's accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities. We will train our employees and volunteers on accessibility as it relates to their specific roles.
- Notifying employees, potential hires and the public that accommodations can be made during recruitment and hiring.
- Notifying staff that supports are available for those with disabilities. Put in place a process to develop individual accommodation plans for employees.
- Where needed, we will also provide customized emergency information to help an employee with a disability during an emergency.
- Our performance management, career development and redeployment processes will take into account the accessibility needs of all employees. Note: This only applies to organizations that already have these processes in place.
- Providing accessible communication supports and information formats (both digital and nondigital) upon request.
- Using appropriate communication methods with people with various forms of disabilities.
- Allowing assistive devices, mobility aids, service animals and support persons.

For more information on this Statement of Commitment please contact:

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Manager of Human Resources

Lar-Mex Inc.

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