

3022366 CANADA INC ACCESSIBILITY POLICIES

Statement of organizational commitment

3022366 Canada 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. 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 meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

Training

We are committed to training staff and volunteers 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.

We will incorporate accessibility criteria and features when procuring or acquiring goods, services or facilities, including self-serve kiosks. If it is not possible and practical to do so, we will provide an explanation upon request.

Information and communications

We will communicate with people with disabilities in ways that take into account their disability. When asked, we will provide information about our organization and its services, including public safety information, in accessible formats or with communication supports. We will also meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.

Employment

We will notify employees, potential hires and the public that accommodations can be made during recruitment and hiring. We will notify staff that supports are available for those with disabilities. We will 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.

There are a few barriers to consider in our industry that we as a business have little control over. Our employees that are stationary or mobile guards must pass the government of Ontario's licensing test and requirements. Our mobile guards must have a valid drivers license and clean drivers abstract and be able to get in and out of a car easily, as well as walk, climb stairs and other various physically demanding tasks. The same is required of many of our stationary guard sites. Our tent labourers must be able to carry up to 50lbs alone and more in tandem. These physical barriers require us to have a safety first policy that may exclude certain disabilities. Our office staff are not subject to such physical restrictions.

The software adopted by our company which is used by our employees offers a great accessibility plan. All our announcements, communications and shift openings are posted in the software. Our mobile phones are also equipped with auto spell check, text to voice and voice to text for those who have vision issues, learning disabilities and other disabilities that may restrict reading. We will continue to develop new policies as technology advances to continue a high standard of ease of use of all our software and hardware used by staff.

Changes to existing policies

We will modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities

3022366 CANADA INC
Accessibility Plan

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MESSAGE FROM THE CEO/FOUNDER

Continual improvement and innovation are core values of 3022366 Canada Inc. Our approach to accessibility, with the safety of our employees and customers at the forefront of our minds, is to ensure all feel welcome and are treated fairly and equally.

We are committed to continue being an accessible business to both our customers and our employees. We will always plan to improve our policies and are committed to flexibility to offer the best environment we can, for everyone.

- Denis Condie, Founder and CEO

INTRODUCTION

3022366 Canada Inc. strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Our organization/business is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act. This accessibility plan outlines the steps 3022366 Canada Inc. is taking to meet those requirements and to improve opportunities for people with disabilities. Our plan shows how 3022366 Canada Inc. will play its role in making Ontario an accessible province for all Ontarians.

Section One: Past Achievements to Remove and Prevent Barriers

Customer Service

Our current training for customer service employees includes:

- the purpose of the Accessibility for Ontarians with Disabilities Act, 2005
- overview of the requirements of the Customer Service Standard
- how to interact with people with various types of disabilities
- how to interact with people with disabilities who use an assistive device or require the assistance of a service animal or support person
- what to do if a person with a disability is having difficulty accessing your organization's goods, services or facilities

Which is in compliance with the customer service standards of Ontario.

We receive feedback via email or social media messages, which are handled by 3 key team members: our receptionist, dispatch team and our Director of Operations. The actions undertaken following feedback are:

Information and Communications

All information is available to customers and employees through our software, in paper, through email and over the phone or in person at the main office. We can offer alternative communications to those who may need it, such as larger fonts, more contrasting marketing materials, etc. If a customer or employee requires further accommodations we will offer them a personalized service that meets their needs on a case-by-case basis.

Employment

We offer equal employment opportunities and accommodate for any disability as listed in the accessibility act. However, we also want our employees to always be safe and so many of our job placements for guard duty, tent labour and others may present dangers for certain disabilities. We offer alternative placement for those who cannot fulfil those duties. Our dispatch and office teams accommodate for all disabilities.

** There are a few barriers to consider in our industry that we as a business have little control over. Our employees that are stationary or mobile guards

must pass the government of Ontario's licensing test and requirements. Our mobile guards must have a valid drivers license and clean drivers abstract and be able to get in and out of a car easily, as well as walk, climb stairs and other various physically demanding tasks. The same is required of our stationary guard sites. Our tent labourers must be able to carry up to 50lbs alone and more in tandem. These physical barriers require us to have a safety first policy that may exclude certain disabilities. Our office staff do not have such physical restrictions.

The software adopted by our company which is used by our employees offers a great accessibility plan. All our announcements, communications and shift openings are posted in the software. Our mobile phones are also equipped with auto spell check, text to voice and voice to text for those who have vision issues, learning disabilities and other disabilities that may restrict reading. We will continue to develop new policies as technology advances to continue a high standard of ease of use of all our software and hardware used by staff.

Section Two: Strategies and Actions Planned for 2018 – 2023

Customer Service

3022366 Canada Inc. is committed to providing accessible customer service to people with disabilities. This means that we will provide goods and services to people with disabilities with the same high quality and timeliness as others.

We will petition our building management to add electric door openers to the main entrances of the building. We will also petition for a ramp at the back door, which is the main access from the parking lot. This is planned for 2019.

We will continue to refine our training in compliance with the Customer Service Standard. We will be reviewing this plan bi-annually.

Information and Communications

3022366 Canada Inc. is committed to continue making our information and communications accessible to people with disabilities.

Employment

3022366 Canada Inc. is committed to fair and accessible employment practices.

Training

3022366 Canada Inc. is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

FOR MORE INFORMATION:

For more information on this accessibility plan, please contact Kelly Baillie at 613-820-6193 or kbaillie@responsegroupcanada.com.

Your website and social media addresses:

www.responsegroupcanada.com

<https://www.facebook.com/ResponseSafety/>

Standard and accessible formats of this document are free on request from Kelly Baillie at 613-820-6193 or kbaillie@responsegroupcanada.com.

3022366 CANADA INC.
PUBLIC AND INTERNAL NOTIFICATION OF THE AVAILABILITY OF
ACCOMODATION FOR DISABILITIES

As our policy states:

3022366 Canada 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. 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 meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

**NOTIFICATION PROCESS FOR SUCCESSFUL APPLICANTS OF
OUR ACCOMODATION POLICIES**

To be added to contracts/offers of employment of those requiring accommodations:

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Fields to add following statement:

Disability of Employee:

Accommodations required: