



Statement of Commitment to Accessibility

G.Brandt Meat Packers Limited is committed to providing quality service and a barrier-free environment for all our clients/customers, employees, job applicants, suppliers, and any visitors who may enter our premises, 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), and its associated standards and regulations.

G.Brandt Meat Packers Limited understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. We will review these policies and practices as organizational changes occur, or in anticipation of compliance deadlines. In addition, we will strive to meet the needs of individuals with disabilities in a timely and effective manner.

Providing an accessible and barrier-free environment is a shared effort, and as an organization, G.Brandt Meat Packers Limited is committed to working with the necessary parties to make accessibility for all a reality. For more detailed information on our accessibility policies, plans, and training programs, please contact:

- by mail or in person: G.Brandt Meat Packers Limited
1878 Mattawa Ave.
Mississauga, Ontario
L4X 1K1
Attn: Customer Feedback
- by fax: 905-279-9155
- e-mail: info@brandtmeats.com
- phone: 905-279-4460
1-800-387-9340



Accommodation during recruitment

G. Brandt Meat Packers Limited welcomes applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Multi-Year Accessibility Plan

This 2014-2021 accessibility plan outlines the policies and actions that G. Brandt Meat Packers Limited will put in place to improve opportunities for people with disabilities.

Statement of Commitment

G.Brandt Meat Packers Limited (Brandt Meats) is committed to treating all people in a way that allows them to maintain their dignity and independence. We are committed to meeting the needs of people with disabilities and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (AODA).

Accessible Emergency Information

Brandt Meats is committed to providing customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when requested.

Training

Brandt Meats ensures employees and other staff members are provided with the training needed to meet Ontario's accessibility laws.

Brandt Meats will provide training to employees and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities.

Information and communications

Brandt Meats is committed to meeting the communication needs of people with disabilities. We will ensure that new web content meets accessibility requirements. We will work towards



re-designing our current website to conform to the accessibility standards as required by the Accessibility for Ontarians Disabilities Act (AODA) and will make all websites and content conform to WCAG 2.0, Level AA by January 1, 2021.

Brandt Meats will continue to provide feedback processes that are accessible to people with disabilities upon request

Brandt Meats will review existing publicly available information and ensure this information is made accessible to people with disabilities upon request.

Employment

Brandt Meats is committed to fair and accessible employment practices.

Brandt Meats will accommodate people with disabilities during the recruitment and assessment processes and keep interview formats flexible, so that applicants of all abilities can participate.

Brandt Meats will continue our practice of accommodating employees that have been absent due to a disability and will work with the employees on an individual basis. We will commit to review individual accommodation plans and make adjustments to help employees succeed in their new responsibilities.

Brandt Meats will work with individual employees to identify and remove accessibility barriers where they exist.

Design of Public Spaces

Brandt Meats will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces, including

- walkways, ramps, stairs, curb ramps, rest areas,
- parking areas,
- service counters, fixed queuing lines and waiting areas, and
- outdoor public eating areas.

In the event of a service disruption, we will notify the public of major service disruptions and any possible alternatives available.