

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT, 2005
INTEGRATED ACCESSIBILITY STANDARDS – Multi Year Plan

Part I – GENERAL REQUIREMENTS

| Section | Initiative | Description | Action | Status | Compliance Date |
|---------|---|--|---|---|--|
| 3 | Establishment of Accessibility Policies | 3.(1) Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards referred to in this Regulation. | Create Policy Statement of commitment has reviewed and approved. Policy has been reviewed. | Completed Completed Complete | January 1, 2014 December 21, 2023 |
| 4 | Accessibility Plans | 4.(1) Large organizations shall, a) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation; b) post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and c) review and update the accessibility plan at least once every five years. | Attended public workshop and started working on draft Identifying barriers Meet with IT and get Sr. Mgt. approval Plan is posted on the website HR will review Q1 each year | Completed Completed Completed Completed Ongoing | January 1, 2014 |

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| 6 | Self-Serve Kiosks | 6.(2) Large organizations and small organizations shall have regard to the accessibility for persons with disabilities when designing, procuring or acquiring self-service kiosks. | N/A at this time | | January 1, 2014 |
| 7 | Training | 7.(1) Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the Human Rights Code as it pertains to persons with disabilities to, (a) all employees, and volunteers; (b) all persons who participate in developing the organization's policies; and (c) all other persons who provide goods, services or facilities on behalf of the organization. | Blanco will continue to provide ongoing training about the requirements when a new employees starts or when the policy and / or legislation changes. | Completed | January 1, 2015 |

PART II – Information and Communications Standards

| Section | Initiative | Description | Action | Status | Compliance Date |
|---------|---|--|---|--|-----------------|
| 11 | Feedback | 11.(1) Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for accessible formats and communications supports, upon request. | <p>Conduct a review of all feedback processes across the organization (internal and externally) Consult with all functional areas to make sure all feedback processes are captured</p> <p>Determine what accessibility formats and communication supports we will provide upon request</p> <p>Ensure staff and management are aware of the need to accommodate upon request</p> | <p>Completed</p> <p>Completed</p> <p>Completed</p> | January 1, 2015 |
| 12 | Accessible Formats & Communication Supports | 12.(1) Except as otherwise provided, every obligated organization shall upon request provide or arrange for the provision of accessible formats and communication supports for persons with disabilities, a) in a timely manner that takes into account the person's accessibility needs due to disability; and b) at a cost that is no more than the regular cost charged to other persons. | <p>Determine what accessible formats and communication supports we will provide to persons with disabilities upon request</p> <p>Ensure these formats and supports can be provided in a timely manner (ex. Same time, 24 hours)</p> <p>Communicate to staff and management that no <u>additional</u> charge is required</p> | <p>Completed</p> <p>Completed</p> <p>Completed</p> | January 1, 2016 |
| 12 | | 12.(2) The obligated organization shall consult with the person making the request in determining the suitability of an accessible format or communication support. | Blanco Canada Inc. will continue to, upon request, provide or arrange for the provision of accessible formats and communication supports to persons with disabilities in a timely manner, taking into account the | Completed | January 1, 2016 |

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| | | | person's accessibility needs. | | |
| 12 | | 12.(3) Every obligated organization shall notify the public about the availability of accessible formats and communication supports. | Have a sign posted in reception area Post on website (IT) | Completed Complete | January 1, 2016 |
| 14 | Accessible Websites & Web Content | 14.(2) Designated public sector organizations and large organizations shall make their internet websites and web content conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG)2.0, initially at Level A and increasing to Level AA, and shall do so in accordance with the schedule set out in this section. | Review underway of required changes. WCAG guidelines IT to be informed of changes and updates. | Completed Ongoing | January 1, 2014 New internet websites and web content on those sites must conform with WCAG 2.0 Level A. January 1, 2021 All internet websites and web content must conform with WCAG 2.0 Level AA, other than, <ul style="list-style-type: none"> • success criteria 1.2.4 Captions (Live) • Success criteria 1.2.5 Audio Descriptions (Pre-recorded). |

PART III – Employment Standard

| Section | Initiative | Description | Action | Status | Compliance Date |
|---------|--|--|---|----------------------------|-----------------|
| 22 | Recruitment – General | 22. Every employer shall notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes. | Include a statement in a job ad Identify where you advertise – paper website, bulletin board | Completed | January 1, 2016 |
| 23 | Recruitment, Assessment or Selection Process | 23.(1) During a recruitment process, an employer shall notify job applicants, when they are individually selected to participate in an assessment or selection process, that accommodations are available upon request in relation to the materials or processes to be used. (2) If a selected applicant requests an accommodation, the employer shall consult with the applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability. | Notification to job applicants: Develop interview guidelines and accommodation checklist | Completed Completed | January 1, 2016 |
| 24 | Notice to Successful Applicants | 24. Every employer shall, when making offers of employment, notify the successful applicant of its policies for accommodating employees with disabilities. | Included in New Electronic Onboarding Module | Completed | January 1, 2016 |
| 25 | Informing Employees of Supports | 25.(1) Every employer shall inform its employees of its policies used to support its employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to | Training, posters, staff meetings | Completed | January 1, 2016 |

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| | | disability. | | | |
| 25 | | 25.(2) Employers shall provide the information required under this section to new employees as soon as practicable after they begin their employment. | During probationary period Part of our policy | Completed | January 1, 2016 |
| 25 | | 25.(3)Employers shall provide updated information to its employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability. | See 25 (1) | Completed | January 1, 2016 |
| 26 | Accessible Formats & Communication Supports for Employees | <p>26.1 In addition to its obligations under section 12, where an employee with a disability so requests it, every employer shall consult with the employee to provide or arrange for the provision of accessible formats and communication supports for,</p> <p>(a) information that is needed in order to perform the employee's job; and</p> <p>(b) information that is generally available to employees in the workplace.</p> | <p>Functional audit of information specific to department is completed at a minimum annually through the performance appraisal process</p> <p>Audit of regular communications</p> | <p>Completed</p> <p>Completed</p> | January 1, 2016 |
| 26 | | 26.2. The employer shall consult with the employee making the request in determining the suitability of an accessible format or communication support. | List what the employee will require i.e. Policy, communication supports that are available (text to speech, braille, large print, accessible PDF's plain language versions closed captioning) | Completed | January 1, 2016 |

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| 27 | Workplace Emergency Response Information | 27.(1) Every employer shall provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary and the employer is aware of the need for accommodation due to the employee's disability. | Include in Emergency Response Policy | Completed | January 1, 2012 |
| 27 | | (2) If an employee who receives individualized workplace emergency response information requires assistance and with the employee's consent, the employer shall provide the workplace emergency response information to the person designated by the employer to provide assistance to the employee. | Part of process | Completed | January 1, 2012 |
| 27 | | (3) Employers shall provide the information required under this section as soon as practicable after the employer becomes aware of the need for accommodation due to the employee's disability. | Part of process | Completed | January 1, 2012 |
| 27 | | (4) Every employer shall review the individualized workplace emergency response information, (a) when the employee moves to a different location in the organization; (b) when the employee's overall accommodations needs or plans are reviewed; and (c) when the employer reviews its general emergency response policies. | Part of process | Completed | January 1, 2012 |

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| 28 | Documented Individual Accommodation Plans | 28.(1) Employers, other than employers that are small organizations, shall develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities. | Process defined in Accommodation Process form | Completed | January 1, 2016 |
| 28 | | <p>28 (2) The process for the development of documented individual accommodation plans shall include the following elements:</p> <ol style="list-style-type: none"> 1. The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan. 2. The means by which the employee is assessed on an individual basis. 3. The manner in which the employer can request an evaluation by an outside medical or other expert, at the employer's expense, to determine if and how accommodation can be achieved. 4. The manner in which the employee can request the participation of a representative from their bargaining agent, where the employee is represented by a bargaining agent, or other representative from the workplace, where the employee is not represented by a bargaining agent, in the development of the accommodation plan. | <p>Accommodation process</p> <p>Individual plan</p> | <p>Completed</p> <p>Completed</p> | January 1, 2016 |

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| | | <p>5. The steps taken to protect the privacy of the employee's personal.</p> <p>6. The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done.</p> <p>7. If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee.</p> <p>8. The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability.</p> | | | |
| 29 | Return to Work Process | <p>29.(1) Every employer, other than an employer that is a small organization,</p> <p>(a) shall develop and have in place a return to work process for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work; and</p> <p>(b) shall document the process.</p> | Review current RTW process and ensure it meets all requirements | Completed | January 1, 2016 |

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| 29 | | <p>29. (2) The return to work process shall,</p> <p>(a) outline the steps the employer will take to facilitate the return to work of employees who were absent because their disability required them to be away from work; and</p> <p>(b) use individual documented accommodation plans, as described in section 28, as part of the process.</p> | Part of checklist in RTW process | Completed | January 1, 2016 |
| 29 | | <p>29. (3) The return to work process referenced in this section does not replace or override any other return to work process created by or under any other statute.</p> | Part of checklist in RTW process | Completed | January 1, 2016 |
| 30 | Performance Management | <p>30.(1) An employer that uses performance management in respect of its employees shall take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities.</p> | <p>Review our current process</p> <p>Need to keep individual accommodation plan in mind</p> | Completed | January 1, 2016 |
| 31 | Career Development & Advancement | <p>31.(1) An employer that provides career development and advancement to its employees shall take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans, when providing career development and advancement to its employees with disabilities.</p> | <p>Review our current process</p> <p>Need to keep individual accommodation plan in mind</p> | Completed | January 1, 2016 |

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| 32 | Redeployment | 32.(1) An employer that uses redeployment shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities. | Review our current process Need to keep individual accommodation plan in mind | Completed | January 1, 2016 |
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Blanco Canada Inc.
PART III – Recruitment and Onboarding Practices

Date Reviewed: 12/21/2023

| Section | Initiative | Description | Action | Status | Compliance Date |
|--------------------------|--|---|---|-------------|-------------------|
| Recruitment & Onboarding | Onboarding Process | Provide new employees with information regarding the onboarding process and specific orientation information ahead of time to allow time for accommodations to be requested or for any questions to be answered | Continue to provide salary employees with detailed onboarding schedule ahead of time before the start date, as well as start providing one for hourly employees | In Progress | |
| | | | Provide employees with a “key contacts” list before start date (e.g. manager name and contact information, HR and administration contact information) | In Progress | |
| Recruitment & Onboarding | Recruitment, Assessment or Selection Process | Educate staff on how we can reduce discrimination due to disability during the recruitment process- specifically within regards to types of questions asked | Train hiring managers on interview questions not to ask due to potential discrimination | In Progress | December 21, 2023 |
| | | | Have recruitment personnel take training on interview questions which disadvantage people with disabilities | In Progress | |
| | | | Add accommodation language to Interview Guidelines | Completed | |

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| Recruitment & Onboarding | Recruitment-General | Provide candidates with information regarding the onboarding process and specific orientation information ahead of time to allow time for accommodations to be requested or for any questions to be answered | Provide candidates with a detailed outline of what to expect from the recruitment process during phone screen interview | In Progress | |
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ATTACHED DOCUMENTS

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| Section 4 | A-Multi Year Accessibility Plan B-Identifying Barrier |
| Section 7 | Integrated Accessibility Standard Quiz |
| Section 11 | Customer Feedback Form |
| Section 12 | A-Accessible Format Request B-Sign of Commitment |
| Section 14 | Accessible Website Requirements |
| Section 23 | A-Accessible Interviewing Checklist B-Interview Script Guidelines |
| Section 24 | Notification to Successful Applicants |
| Section 25 | Customer Service Quiz |
| Section 27 | A-Best Practices Emergency Response Plan B-Emergency Evacuation Assistance Evaluation Form C-Individual Employee Emergency Response Information |
| Section 28 | A-Accommodation Process B-Functional Capacity Assessment C-Individual Accommodation Plan |
| Section 29 | A-Job Task Analysis Form B-Return to Work Process |
| Section 30 | Performance Management Accessible Interview Plan |

Blanco Canada Inc.

**Recruitment
&
Onboarding Interview Guidelines**

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