



MULTI-YEAR ACCESSIBILITY PLAN TEMSPEC INC. (2023-2027)

Statement of Commitment

Tempspec Inc. is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of customers or employees with disabilities in a timely manner, and will do our best efforts to prevent and remove barriers to accessibility and meet accessibility requirements under the Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”)

Accessible Emergency Information

Tempspec Inc. is committed to providing customers and clients with publicly available emergency information in an accessible way upon request. We will make the best effort to provide employees with disabilities with individualized emergency response information when necessary.

Training

Tempspec Inc. will continue to provide training to employees, volunteers, and other staff members who are the first point of contact with the public on Ontario’s accessibility laws and the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers, and other staff members.

Information and communications

Tempspec Inc. is committed to meeting the communication needs of people with disabilities. We will make every feasible effort to consult with customers or employees with disabilities to determine their information and communication needs. Internet websites, web applications and web content controlled by Tempspec will conform with the World Wide Web Content Accessibility Guidelines (WCAG) 2.0, Level AA.-Tempspec will continue to review its website for Web Content Accessibility Guidelines (WCAG) 2.0 Level AA.

Feedback is encouraged from persons with disabilities through multiple accessible ways such as by email, mail, telephone, or in person.

Employment

Tempspec Inc. is committed to fair and accessible employment practices. We will continue to make every effort to accommodate people with disabilities during the recruitment and assessment processes if the request for such accommodation arises during the hiring process. Tempspec notifies job applicants with disabilities about the availability of accommodation during the recruitment process. Tempspec will continue the periodic review of policies and procedures to ensure ongoing compliance with the Employment Standard.

Tempspec Inc. will continue to make feasible efforts to develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees who have

been absent due to a disability and to prevent and remove other accessibility barriers, if such barriers are identified by our employees or customers.

Design of Public Spaces

Temspec is committed to removing barriers in public spaces and buildings that will uphold the dignity and independence of persons with disabilities. Temspec will ensure that any of the following public spaces that are newly constructed or redeveloped by Temspec will meet the accessibility requirements under the IASR:

- Outdoor public eating areas (e.g. rest stops or picnic areas)
- Outdoor paths of travel (e.g. sidewalks, ramps, stairs)
- Accessible parking
- Service-related elements (e.g. service counters, fixed queuing lines, and waiting areas)

Date issued: 2023-12-12.

Signed:



Mark Ellison, President

2023-12-12
Date