

## **Accessibility**

### **Policy & Statement of Commitment**

Paterson Group Inc is committed to providing and maintaining an accessible workplace. Paterson Group Inc is dedicated to treating all individuals in a way that will maintain their independence and dignity. We are continuing to make improvements to maintain our commitment to meeting the accessibility needs of people with disabilities.

### **Training**

As part of the requirements under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and Integrated Accessibility Standards (IASR), Ontario Regulation 191/1, Paterson Group Inc ensures all employees receive the appropriate mandatory Accessibility Training.

### **Information and Communications**

Paterson Group Inc is committed to meeting the communication needs of people living with disabilities. We will consult with the individuals affected to determine their specific needs.

Paterson Group Inc will respond to all feedback received by people with disabilities within 72 business hours and work to correct any issues that may arise.

Any concerns should be made to the **Human Resources** team at:

- By email: [hr@patersongroup.ca](mailto:hr@patersongroup.ca) or [info@patersongroup.ca](mailto:info@patersongroup.ca)
- By telephone: 613-226-7381
- By mail or in-person: 9 Auriga Drive, Nepean, Ontario K2E 7T9
- Website: Contact Us Form

Paterson Group Inc has accessibility format and communication support upon request on the feedback process.

### **Employment**

Paterson Group Inc is committed to fair and accessible employment practices and, we will accommodate people with disabilities during the recruitment and assessment process.

### **Design of Public Spaces**

Paterson Group Inc will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces.

### **Multi-Year Accessibility Plan**

Paterson Group Inc is committed to the principles of independence, dignity, integration and equality of opportunity for people with disabilities, and have developed a multi-year accessibility plan for applicable locations to prevent and remove barriers and ensure compliance with legislation under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and Integrated Accessibility Standards (IASR), Ontario Regulation 191/11.