



**ENGINEERED
LIFTING
SYSTEMS**
& EQUIPMENT INC.

Statement of Commitment and Multi-Year Accessibility Plan

Reviewed: June 2021

In this document “we”, “us”, and “our” mean Engineered Lifting Systems and Equipment Inc. (ELS).

Statement of Commitment

ELS 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 by meeting our accessibility requirements under Ontario’s accessibility laws.

Our Multi-Year Accessibility Plan below outlines our approach and actions that are in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the Integrated Accessibility Standards, Ontario Regulation 191/11.

1 Accessible Workplace Emergency Information

We are committed to providing employees with disabilities individualized emergency information in an accessible way upon request.

Status: Completed

2 Training

We will ensure training is provided to all employees which incorporates the requirements of accessibility standards and the Human Rights Code as it pertains to persons with disabilities. This training will be provided on an ongoing basis and be updated to reflect any policy changes.

Status: Completed

3 Information and Communications - Accessible Formats and Communication Supports

We are committed to meeting the communication needs of persons with disabilities.

Upon request, we will provide or arrange for information to be made available in accessible formats and/or with communication supports for persons with disabilities. The accessible format will be provided in a timely manner, at a cost that is no more than the regular cost charged to other persons,



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and we will consult with the person making the request to determine the suitability of the format or communication support.

Status: Completed

3.1 Information and Communications - Feedback Process

Our processes for receiving and responding to feedback are accessible to persons with disabilities. We will provide or arrange for accessible formats or communication supports upon request. We will consult with the person to determine the suitability of the accessible format or communication support required.

3.2 Information and Communications - Websites and Web Content

We are committed to:

Taking the necessary steps to make our websites and web content published on our sites, conform with Web Content Accessibility Guidelines (WCAG) 2.0 (excluding exceptions as identified by the New AODA Requirement for Ontario Websites).

Status: Completed

4 Employment

ELS strives to create an accessible and inclusive work environment where everyone is treated with respect and dignity.

During the recruitment process, applicants are informed that accommodations are available upon request and that ELS will provide accommodation, as identified, and needed, as soon as practically possible.

Our new hires are provided information and access to our policies/programs for accommodating employees with disabilities. Similarly, our employees are informed of our policies to support employees with disabilities.

We have accommodation and return-to-work policies/programs for employees that require accommodation and/or support due to a disability.

Status: Completed

5 Public Spaces

ELS is committed to incorporating accessibility features/considering accessibility for people with disabilities in the design of our public spaces. Where appropriate, we will provide clients with notice if there is a temporary disruption when accessible elements are not in working order.

Status: Completed



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6 We will review this accessibility plan every five years or as needed.

7 Questions about our Statement of Commitment or Multi-Year Accessibility Plan

For more information on this accessibility plan, please contact the human resources department.
Accessible formats of this document are available upon request.

Email: HR@destuffit.com

Telephone: 519-669-5545 X290

Mail or In-Person:

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