



*Eurospect*

## ***Integrated Accessibility Standards Policy Statement***

### **Purpose/ Intent**

The following policy has been established by Eurospect Manufacturing /Tooling to govern the provision of services with Regulation 191/11, “Integrated Accessibility Standards” (“Regulation”) under the Accessibility for Ontarians with Disabilities Act, 2005.

These standards are developed to break down barriers and increase accessibility for persons with disabilities in the areas of information and communications and employment.

### **Commitment**

Eurospect 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 persons with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act, 2005.

### **Accessibility Plan**

Eurospect will develop, maintain and document an Accessibility Plan outlining the company’s strategy to prevent and remove barriers from its workplace and to improve opportunities for persons with disabilities.

We will also ensure that training is provided on the requirements of the Accessibility Standards in accordance with Section 7 of the IAS to all employees

who will be dealing with customers and others who may enter our premises, as well as the Human Rights Code as it relates to people with disabilities.

To comply with the Information and Communication Standard requirements of the IAS, Eurospec will create, provide and receive information and communications in ways that are accessible to people with disabilities through our Company Website and communications with our customers and suppliers.

To comply with the Employment Standard requirements of the IAS, Eurospec will identify, prevent, and remove barriers across the employment life cycle for people with disabilities or arrange alternative employment if barriers could not be removed.

This plan will be implemented in stages in accordance with the time frames established by the Regulations.

The Accessibility Plan will be reviewed and updated at least once every five years and in accordance with the requirements of Section 4 of the IAS, outlining Eurospec's strategy to prevent and remove barriers for people with disabilities and will be posted on Eurospec's website.

Upon request, Eurospec will provide a copy of the accessibility plan in an accessible format.

## **Feedback**

If you have any feedback can send in your feedback through our website at:

[www.eurospectooling.com](http://www.eurospectooling.com)