

Multi-Year Accessibility Plan

January 2024 – January 2029

Introduction:

Our mandate and an independent business in the aggregate mining industry is to create a safe and healthy work environment for everyone who works in or enters our various worksites throughout Ontario. J.G. Stewart Construction Ltd., together with our management team, and our workers continues to be vitally committed to the health and safety of all our employees, contractors and site guests.

Our vision is to make our company safe and accessible for all people who interact and do business with us. We are committed to customer service excellence and strive to ensure that our services are delivered in a way that reflects our company's core values

- Honesty
- Respect
- Integrity
- Humility

The Accessibility for Ontarians with Disabilities Act (AODA) and the Integrated Accessibility Standard Regulation (IASR) was enacted to develop, implement and enforce Accessibility Standards in order to achieve accessibility for Ontarians with disabilities with respect to:

- Information and Communication
- Employment
- Design of Public Spaces
- Customer Service
- Transportation

The requirements of the AODA and the IASR are not a replacement or a substitution for the requirements established under the Ontario Human Rights Code or the

Workplace Safety and Insurance Act. Under the AODA and the IASR, we are required to establish, implement, maintain and document a multi-year accessibility plan. This plan outlines our strategy to identify, prevent and remove accessibility barriers and meet our requirements under the IASR.

In accordance with the requirements set out in the IASR, we will:

- Post the multi-year accessibility plan on our website (www.jgstewart.ca)
- Provide the plan in an accessible format upon request
- Review and update the accessibility plan at least once every five years
- Review and update the accessibility plan as needed with persons with disabilities
- Prepare an annual status report and post it on the website

Statement of Commitment

We at J.G. Stewart Construction are committed and fully support the AODA. We will treat 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 accessibility needs of persons with disabilities in a timely manner, and will do so by identifying, preventing and removing barriers to accessibility and meeting accessibility requirements under the AODA and the IASR. We will work to promote a culture of respect and acceptance for accessibility within Ontario.

Accessibility Plan January 2023-January 2029

Integrated Accessibility Standard Regulation

Part 1 General

Requirement Accessibility Policy

We are committed to maintaining and AODA policy. The policy includes and organizational statement of commitment and requirements for employees at all levels of the organization to meet the accessibility requirements for personas with disabilities in a timely manner.

Actions Taken

- The AODA policy “Accessibility for Ontarians with Disabilities” Section 5 was developed and approved

- The AODA policy was reviewed and updated in accordance with internal review processes
- The AODA policy will be made available in an accessible format to customers requesting a copy of the policy.

Actions planned

- Continue to review the AODA policy at least every three years whenever J.G. Stewart practices and/or procedures change to ensure it is up to date and all AODA requirements are integrated.
- Continue making the AODA policy available in an accessible format to customers requesting a copy of the policy

Requirement: Multi-Year Accessibility Plan

J.G. Stewart Construction is committed to developing and implementing a multi-year accessibility plan to meet the requirements of the AODA and the needs of all stakeholders with disabilities.

Actions Taken:

- A multi-year accessibility plan was developed in May 2010 and last updated in January 2023

Actions Planned:

- Post updated multi-year accessibility plan to the J.G. Stewart Construction website.
- Provide the plan in an accessible format on request.
- Prepare an annual status update on what has been done to achieve the accessibility plan, post the update to the website and make the update available to the public in an accessible format if requested
- Review and update the multi-year accessibility plan at least every five years based on the changing accessibility requirements and feedback from internal and external stakeholders
- Establish an Accessibility Advisory Committee to provide direction into the multi-year plan

Requirement: Procurement of Goods, Services or Facilities

When procuring or acquiring goods or services or facilities, we will incorporate accessibility criteria and features. Where applicable, procurement documents will specify the desired accessibility criteria to be met and provide for the evaluation of proposals in respect of those criteria.

Were we determine that it is not possible to incorporate accessibility criteria, and features, when procuring or acquiring goods, services or facilities, we will provide a written explanation upon request.

Actions Taken:

- When tendering for goods, services or facilities accessibility criteria are included in the request as required
- Accessibility design, criteria and features are incorporated into the procurement or redesign of any space owned or leased by the organization

Actions Planned:

- Use the project screening tool and information posted on the Ontario Government - Accessibility Rules for Procurement – How to Buy or acquire goods, services or facilities that are accessible to people with disabilities site Ontario Government Accessibility Rules for Procurement to better incorporate accessibility considerations and requirements into the procurement cycle
- Educate employees to consider, and where required, incorporate accessibility criteria when procuring goods, services and facilities.

Requirement: Self-Service Kiosks

J.G. Stewart will incorporate accessibility features if and when the need for self-service kiosks or computer stations become a necessary feature for servicing persons with disabilities in our industry

Actions Taken:

- Assessed the need for self-service kiosks and determined it is not a current need to be able to provide service requirements in our industry
- No further action taken at this time

Actions Planned

- To continue to evaluate the potential need for Self-service Kiosks and to take appropriate action in the event that it becomes a need

Requirement: Training

We are committed to providing an appropriate Aoda training to all employees including management, and all people participating in the development and approval of J.G. Stewart Construction policies. We will also ensure that all people who provide goods, services and facilities on J.G. Stewart Construction's behalf are appropriately trained with content including the requirements of the AODA, IASR and the Ontario Human Rights Code as it pertains to persons with disabilities.

Actions Taken

- All employees have taken the required training and review on an annual basis

- Mandatory training continues to be provided to new employees
- All employees, managers and senior managers understand how to interact with customers of varying abilities

Actions Planned

- Learning and Performance will integrate the accessible eLearning template for AODA online learning modules
- We will institute a refresher training session as changes occur to ensure knowledge remains current