



Massilly North America Multi-year Accessibility Plan (2024 - 2029)

Massilly North America Inc. strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Massilly North America Inc. is committed to fulfilling our requirements under the *Accessibility for Ontarians with Disabilities Act., 2005*. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians. The plan is reviewed and updated once every 5 years.

We train every person as soon as practicable after being hired and provide training for any changes to our policies. We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

Accessible format: This Multi-Year Accessibility Plan is available in accessible format upon request.

Act Section & Description	Planned Actions
<i>Part I -General Requirements</i>	
<i>Accessibility Policy</i>	<ul style="list-style-type: none"> Continue to review AODA policy
<i>Accessibility Plans</i>	<ul style="list-style-type: none"> Update Accessibility Plan every five years Post updated Accessibility Plan to the company website Provide the Accessibility plan in an accessible format upon request.
<i>Self Service Kiosks</i>	<ul style="list-style-type: none"> MNA will continue to ensure accessibility features are functional
<i>Training</i>	<ul style="list-style-type: none"> MNA will continue to train all new employees on AODA/Human Rights Code MNA will update employees on changes to AODA policies
<i>Design of Public Spaces</i>	<ul style="list-style-type: none"> MNA will take into consideration the needs of persons with disabilities when remodeling, keeping in line with the building code.
<i>Part II -Information and Communication Standards</i>	
<i>Feedback</i>	<ul style="list-style-type: none"> MNA will continue to ensure it has accessible ways of receiving feedback
<i>Accessible Formats</i>	<ul style="list-style-type: none"> MNA will continue to ensure our website is meeting AODA standards
<i>Part III -Employment Standards</i>	
<i>Recruitment</i>	<ul style="list-style-type: none"> MNA will continue to address barriers to recruitment & accommodate employees as required
<i>Employment</i>	<ul style="list-style-type: none"> MNA will continue to inform employees of accessibility policies and supports