



Heat Exchangers and Pressure Equipment

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ACCESSIBILITY PLAN

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1 Statement of Commitment

Alliance Fabricating Ltd. is committed to ensuring equal access and participation for all individuals including those with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their independence and integrity. We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner.

2 Introduction

Alliance Fabricating Ltd. is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act. This plan outlines the steps we are taking to meet those requirements and further improve opportunities for people with disabilities in the future. Our plan shows how Alliance Fabricating Ltd. will play a role in making Ontario an accessible province for all.

3 Past Achievements to Remove and Prevent Barriers

Alliance Fabricating Ltd regularly monitors the regulations under the Accessibility for Ontarians with Disabilities Act to identify if any adjustments to our facilities or policies are needed. Our most recent Compliance report was initially submitted and approved in 2017, the report was then resubmitted in 2019 to reflect the development of new accessible parking.

4 Strategies and Actions Planned for Future

a. Customer Service

Alliance Fabricating Ltd. is committed to providing accessible customer service to people with disabilities. Based on our line of business all visits are by appointment only and all visitors must sign in at our reception area, this provides AFL the opportunity to identify and prepare in advance if any accommodations are needed.

b. Information and Communications

Alliance Fabricating Ltd. is committed to making our information and communications accessible to people with disabilities. AFL will provide, upon request, information in an accessible format or with communication supports to people with disabilities, in a timely manner that considers their disability.

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4 Strategies and Actions Planned for Future

Examples of alternate formats and communication support we offer:

- Reading information to a person directly
- Larger print
- Information written in plain language
- Text transcripts of audio or visual information
- Handwritten notes instead of spoken word

Alliance Fabricating Ltd. welcomes any feedback from customers and employees regarding accessibility and will arrange an accessible format for such feedback upon request.

c. Employment

Alliance Fabricating Ltd. is committed to fair and accessible employment practices that accommodate any disabilities an employee has or may develop after initial employment. AFL is committed to providing equal employment opportunities to all, upon request AFL will provide an employee with an Accommodation Plan Process form to fill out which will help the company better understand their needs and be able to accommodate accordingly.

If an employee requires help in an emergency due to a permanent or temporary disability, they will be provided with individualized emergency response information, with the employee's consent, this information will be shared with other employees designated to help them in an emergency. Individualized emergency response information will be reviewed if the employee changes work locations or their overall needs change.

d. Training

Alliance Fabricating Ltd. is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities. All AFL employees are trained on Ontario's accessibility laws upon hire through our employee orientation training, this training is updated whenever needed or a minimum of every three (3) years. All training records are retained within our Master Training Matrix

<https://accessforward.ca/front/general/>
<https://accessforward.ca/front/information/>
<https://accessforward.ca/front/employment/>



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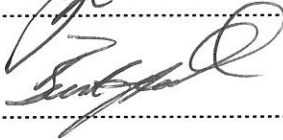
Signed:

John McInnis, Engineering Manager



21/6/29

Brant Jacklin, Operations Manager



21/6/29