

## ACCESSIBILITY PLAN FOR McASPHALT INDUSTRIES LIMITED

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The McAsphalt Industries Limited ("McAsphalt") Accessibility Plan works to remove and prevent accessibility barriers for persons with disabilities. The following outlines McAsphalt's progress and commitment to achieving these standards now and in the future.

### Statement of Commitment

McAsphalt is committed to maintaining an inclusive organization that attracts, retains and accommodates diverse workforce. McAsphalt follows the principles of dignity, independence, integration and equal opportunity while achieving the requirements set out in the Accessibility for Ontarians with Disability Act. McAsphalt is committed to meeting the needs of persons with disabilities in a timely manner, by preventing and removing barriers to accessibility.

To act on its commitment to employment equity, McAsphalt will, on an ongoing basis:

- Continue to build a diverse workforce that is representative of the pool of potential candidates with appropriate qualifications, while retaining individual merit and achievement as the prime criterion for all staffing decisions;
- Monitoring Corporate policies and practices to ensure there is no adverse impact on the participation and advancement of employees; and
- Establish Corporate policies consistent with this Plan detailing guidelines for achieving goals related to improving accessibility.

### Accessible Emergency Information

To ensure safety in the workplace, McAsphalt has created an **Individualized Workplace Emergency Response Plan** to accommodate any employee that has identified themselves as having a disability that could affect their evacuation response time in the event of an emergency.

### Training

McAsphalt requires all Ontario employees to undertake training articulated by provincial Accessibility and on the Human Rights Code as it relates to persons with disabilities. McAsphalt aims to build the training into new hire orientation program for Ontario employees, so as to ensure immediate compliance.

### Information and Communications

McAsphalt is committed to ensuring that everyone has equal access to the information they need whether to help employees do their jobs or to help customers. Upon request, McAsphalt shall provide or arrange for the provision of accessible formats and communication supports for persons with a disability.

To ensure accessibility through the internet, McAsphalt's website and all web content conforms to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level A by January 2014 and has a plan in place to ensure that by January 1, 2021 all McAsphalt websites will conform to WCAG 2.0, Level AA as required by the Integrated Accessibility Standard Regulation.

McAsphalt's existing feedback processes are accessible upon request. You may contact McAsphalt Human Resources about accessibility or provide feedback by contacting:

**Phone:** 416-281-8181

**E-mail:** [humanresources@mcasphalt.com](mailto:humanresources@mcasphalt.com)

**In Person:** 8800 Sheppard Ave East, Toronto, Ontario M1B 5R4



#### **McASPHALT INDUSTRIES LIMITED**

8800 Sheppard Avenue East T 416.281.8181 TF 1.800.268.4238  
Toronto, ON M1B 5R4 F 416.281.8842 E [info@mcasphalt.com](mailto:info@mcasphalt.com)

[mcasphalt.com](http://mcasphalt.com)  
ISO 9001/14001/45001

## ACCESSIBILITY PLAN

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### Employment

McAsphalt is committed to creating a diverse workforce and an inclusive and mutually respectful workplace. McAsphalt also recognizes that we have a responsibility to provide a barrier-free work environment and equitable employment opportunities for all our employees.

### Recruitment

Employment equity involves hiring the best-qualified candidate while ensuring a fair and equitable hiring process for all persons. By January 2016, to ensure equity in recruitment, McAsphalt shall:

- Ensure that its employees and the public are notified about the availability of accommodation for applicants with disabilities in its recruitment process when positions become available; and
- Notify candidates if they are selected to participate in a testing phase during recruitment, that upon request, accommodations can be made available, in relation to the material or processes to be used.

Upon selection of a successful candidate, McAsphalt will inform the candidate about McAsphalt's policies for accommodating employees with disabilities upon the offer of employment as well as upon job acceptance.

Please note that due to the bonafide occupational requirements associated with some facility based, logistic and marine based positions, there is a narrow range of possible accommodations that can be made.

### Workplace accommodation for people with disabilities

McAsphalt can and will develop individual accommodation plans, individual workplace emergency plans, and return-to-work policies for employees that have been absent due to a disability.

### Performance Management, Career Development and Redeployment

We will ensure the accessibility needs of employees with disabilities needs are taken into account if McAsphalt is using performance management, career development and redeployment processes.

McAsphalt shall ensure that there are no discriminatory barriers in the development, training, and promotion of employees. McAsphalt shall take into account the accessibility needs of employees with disabilities and individual accommodation plans, that are within our control, in the performance management process, when providing career development, advancement opportunities and/or when considering redeployment of employees with disabilities.

*This plan will be periodically reviewed and updated.*



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