



Accessibility Policies

Aurora Importing ("Aurora" or "Company") is committed to improving accessibility. We will put the following policies into practice as required by the Accessibility for Ontarians with Disabilities Act.

STATEMENT OF COMMITMENT

Aurora is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities.

Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

TRAINING

We are committed to training our employees, agents, volunteers and contractors on Ontario's accessibility laws; aspects of the Ontario Human Rights Code that relate to persons with disabilities; and on accessibility as it relates to their specific roles.

INFORMATION AND COMMUNICATIONS

Aurora is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communication materials in accessible formats or with communication supports. This includes publicly available information about our goods, services and facilities, as well as publicly available emergency information.

And we will consult with people with disabilities to determine their information and communication needs.

EMPLOYMENT

We will notify employees, potential hires and the public that we will accommodate disabilities during the recruitment, assessment and hiring processes.

We will notify our employees that supports are available for those with disabilities. We will put in place a process to develop individual accommodation plans for employees.

Where needed, we will provide customized workplace emergency information to employees who have a disability.

If using performance management, career development and redeployment processes, we will take into account the accessibility needs of employees with disabilities.

DESIGN OF PUBLIC SPACES

We will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:

- recreational trails/beach access routes;
- accessible o street parking; and
- service-related elements like service counters, fixed queuing lines and waiting areas.

CHANGES TO EXISTING POLICIES

We will modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities.