



Statement of Commitment to Accessibility (AODA) Policy

Intent

To be compliant with the Accessibility for Ontarians with Disabilities Act (AODA) when providing Goods and Services to People with Disabilities; by ensuring the principles of independence, dignity, integration and equal opportunity.

Guidelines

Zavida understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. We will review these policies and practices annually, as organizational changes occur, or in anticipation of compliance deadlines. In addition, we will strive to meet the needs of individuals with disabilities in a timely and effective manner.

Zavida is committed to providing a barrier-free environment for all stakeholders including our customers, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act (2005)*, and its associated standards and regulations.

Providing an accessible and barrier-free environment is a shared effort, and as an organization, Zavida is committed to working with the necessary parties to make accessibility for all a reality.

For more detailed information regarding our policies, plans and training programs, please contact Human Resources.