Multi-Year Accessibility Plan

Introduction and Statement of Commitment

Agrocrop Exports Ltd. (the Company) is committed to meeting its obligations under the Accessibility for Ontarians with Disabilities Act (AODA) and the related Integrated Accessibility Standards Regulations (IASR).

Building on the Company's Accessibility Policies, we are committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely, effective and suitable manner and will do so by preventing and removing barriers of accessibility and meeting accessibility requirements under the AODA.

As part of our commitment to meeting our obligations under AODA, the Company has developed a Multi-Year Accessibility Plan ("Plan") which outlines our strategy to prevent and remove barriers and meet our requirements under AODA.

Establishment of Accessibility Policies and Plans

In accordance with the requirements set out in IASR, the Company will:

- Develop, implement and maintain policies governing how the organization will achieve accessibility
- Establish, implement and maintain a Multi-Year Accessibility Plan
- Include within its Multi-Year Accessibility Plan a statement of commitment to meet the accessibility needs of persons with disabilities in a timely manner
- Make the policies and Multi-Year Accessibility Plan available to the public on our website and available in accessible formats upon request
- Review and update the Plan at least once every five years

Accessible Emergency Information

The Company is committed to providing emergency procedures and public emergency safety information that is made available to the public in an accessible format or with appropriate communication supports, as soon as practicable, upon request.

Alternative emergency preparedness plans are created and updated, as required and as soon as practicable, for employees whom the company is aware are unable to follow the standard emergency plan, as a result of a permanent or temporary disability. The employee and, if the employee consents, any designated assistant(s) are provided with the alternative emergency preparedness plan. Alternative emergency preparedness plans are located with the affected individual and identified assistants.

Training

The following training is provided to all employees, people who participate in developing the organization's policies and anyone who provides goods or services on behalf of the organization:

- The requirements of IASR
- Disability-related obligations under Ontario Human Rights legislation

The Company will also provide training on any changes to the prescribed policies on an ongoing basis.
We will maintain records of the dates when training is completed and the individuals who completed the training.

Information and Communications Standard

The Company is committed to making company information and communications accessible to persons with disabilities. The Company will incorporate accessibility requirements under the Information and Communications Standard to ensure that its information and communications systems and platforms are accessible and are provided in accessible formats that meet the needs of persons with disabilities.

Accessible Websites and Web Content

The Company made any new internet websites and new content on our website conform with World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level A.

The Company made our internet website and web content conform with WCAG 2.0 Level AA, with the exception of exclusions set out in the IASR.

Feedback, Accessible Formats and Communication Supports

The Company ensures that existing and new processes for receiving and responding to feedback are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communication supports, upon request and in a timely manner.

As a general principle, where accessible formats and communication supports for persons with disabilities is requested, the Company will:

- Provide or arrange for the provision of such accessible formats and communication supports
- Consult with the person making the request to determine the suitability of the accessible format or communication support
- Provide or arrange for the provision of accessible formats and communication supports in a timely manner that takes into account the person's accessibility needs due to disability, and at a cost no more than the regular cost charged to other persons
- Notify the public about the accessible formats and communication supports

Employment Standards

The Company is committed to fair and accessible employment practices that attract and retain employees with disabilities. This includes providing accessibility across all stages of the employment cycle.

The Company ensures the following:

Recruitment

- Specify on all internal and external job postings that accommodations are available for applicants with disabilities
- Inform applicants selected to participate in an assessment or selection process that accommodations are available during the recruitment process, upon request, in relation to materials and processes to be used
- Upon request, consult with the applicant and arrange for suitable accommodation
- Notify the successful applicant, when making offers of employment, of its policies for accommodating associates with disabilities

Informing Employees of Supports

The Company will inform all employees of policies that support employees with disabilities, including but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability. This will include:

- Informing current employees and new hires, as soon as possible, of the Company's policies supporting employees with disabilities and keep employees up-to-date on changes to these policies
- Where an employee with a disability requests, the Company will provide or arrange for provision of suitable accessible formats and communications supports for:
    - Information that is needed in order to perform the employee's job
    - Information that is generally available to employees in the workplace
- The Company will consult with the requesting employee in determining the suitability of an accessible format or communications support

Documented Individual Accommodation Plans & Return to Work Process

- Review and, as necessary, modify and document existing return to work processes for employees who have been absent from work due to a disability and require accommodation in order to return to work
- Ensure documented Individual Accommodation Plans comprise part of the return-to-work process
- Develop and provide appropriate training to managers and supervisors responsible for supporting the return-to-work process for employees who require accommodation in order to return to work
- Develop a training schedule for employees on a return-to-work program that will ensure effective execution of the return-to-work process

Performance Management, Career Development & Redeployment

The Company will take into account the accessibility needs of employees with disabilities:

- When using our performance management process in respect of employees with disabilities
- When providing career development and advancement to employees with disabilities

In accordance with IASR, the Company will:

- Review and, as necessary, modify existing performance management, career development and redeployment processes to ensure that the accessibility needs and individual accommodation plans of employees with disabilities are taken into account

Design of Public Spaces

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

Procedures are established for handling temporary disruptions in service when an accessible part of our public spaces stops working, such as putting up a sign explaining the disruption and outlining an alternative.

Preventative and emergency maintenance procedures are established for the accessible parts of our public spaces, such as posting when regular maintenance occurs and letting people know about alternatives.