Accessibility Policies

Agrocrop Exports Ltd (the Company) is 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 suitablemanner and will do so by preventing and removing barriers of accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

General

The Company is committed to training staff on 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 all staff members.

Information and Communications

The Company is committed to meeting the communication needs of people withdisabilities. When requested, 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 emergencyinformation.

Where needed, the Company will consult with people with disabilities to determine theirinformation and communication needs.

Employment

The Company is committed to fair and accessible employment practices. We willnotify the public and staff that, when required, we will accommodate disabilities during recruitment and assessment processes and when people are hired.
Where necessary, we will provide customized workplace emergency information to employees who have a disability.
Where required, we will develop and provide individual accommodation plans for new hires and employees with disabilities returning to work.
When using performance management, career development and redeployment processes, we willtake into account the accessibility needs of employees with disabilities.
If requested, we will provide accessible formats, and communication supports to employees with disabilities.

Design of Public Spaces

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

Modifications to This or Other Policies

Any of our policies that do not respect and promote the dignity and independence of people with disabilities will be modified or removed.

For More Information:

For more information, please contact Human Resources:

- HR@agrocropexports.com

Accessible formats of this document are available upon request.