



ACCESSIBILITY PLAN AND POLICIES

This 2023-28 accessibility plan outlines the policies and actions that Kropf Industrial will put in place to improve opportunities for people with disabilities.

Statement of Commitment

Kropf Industrial 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 manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Accessible Emergency Information

Kropf Industrial is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

Kropf Industrial Inc. will continue to provide training to employees on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of the employees.

Information and Communications

Kropf Industrial Inc. is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

The recent overhaul of the company website brings in most of the way into conformity with WCAG 2.0, Level A. We will continue to work to finish bringing it into conformity.

To ensure that existing feedback processes are accessible to people with disabilities upon request, Kropf Industrial will consult with the person making the request to determine the suitability of the accessible format or communication support.

Kropf Industrial will also ensure that information available on the website is accessible upon request by advising internal and external parties of that goal.



Employment

Kropf Industrial is committed to fair and accessible employment practices. We will ensure that our hiring process accommodates people with disabilities during recruitment and assessment processes and upon hiring.

Kropf Industrial will also ensure that processes are in place to assist the return of employees that have been absent due to a disability. This involves educating managers to ensure barriers to advancement for disabled people are removed to the point of undue hardship.

As accessibility barriers, existing or potential, are identified in the workplace, Kropf Industrial will involve affected individuals in discussions about how best to eliminate or minimize those barriers.

Design of Public Spaces

Kropf Industrial will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces such as stairs, sidewalks, parking areas, service counters and waiting areas.

Walkways will be maintained and kept clear of obstructions to prevent service disruptions to accessible parts of public spaces. If a disruption occurs, appropriate effort will be made to notify the public and advise of alternatives available.

For More Information

For more information on this accessibility plan, please contact:

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Accessible formats of this document are available free upon request from the same individual.