



Integrated AODA Accessibility Plan and Policy

on Information and Communication, Employment and Design of Public Spaces Standards

SteriMax believes in integration and equal opportunity. We are committed to meeting the needs of people with disabilities and complying with the Accessibility for Ontarians with Disabilities Act (AODA).

Information and Communication Standard

SteriMax ensures that the publicly available information will be provided in an accessible format or with communication support to people with disabilities, upon request.

We ensure that SteriMax website and the web content conform to WCAG 2.0 Level AA by January 01, 2021.

We will provide the customers and clients with publicly available emergency information in an accessible manner, upon request. We ensure to develop individualized emergency plans for employees with disabilities.

SteriMax will provide the existing feedback receiving and responding process in an accessible manner to people with disabilities, upon request. Public can provide feedback by contacting Customer Service team at SteriMax via email, phone, in person or in writing. The Customer Service contact information is available on SteriMax website. Employees can provide feedback to Human Resources.

Employment Standards

SteriMax is an equal opportunity employer who is committed to fair and accessible employment practices for all existing staff and potential candidates through the following steps:

- Notify job candidates in job postings that accommodations are provided to candidates with disabilities, upon request.
- Inform candidates who are invited to interviews that accommodations are available upon request.
- Keep interview process and format flexible so that candidates of all abilities can participate.
- Include this Policy in new staff orientation.
- Develop and document individualized accommodation plan for staff with disabilities, and staff who return to work after an absence due to disabilities.
- The accessible needs of staff with disabilities will be taken into account during performance management, career development and deployment processes.

Design of Public Spaces Standard

SteriMax ensures to meet the Accessibility Standards for the Design of Public Spaces when building, making major modifications to the public spaces or conducting maintenance. In the event of a service disruption, we will notify the public of the service disruption and available alternatives.

More Information

For any other information on this Accessibility Plan and Policy, please contact Manager, Human Resources. This Policy will be made publicly available and an accessible format will be provided upon request.

Last Update: September 2016