



**MULTI-YEAR ACCESSIBILITY PLAN**

In accordance with the Integrated Accessibility Standards Regulations under the AODA, Mirolin Industries will:

Review and update this plan annually until January 1, 2017 and at least once every five years thereafter.

Post this plan on the Mirolin Industries Corp. website ([www.mirolin.com](http://www.mirolin.com))

Provide this plan in an accessible format, upon request.

Report as required on its public website on the progress of implementation.

	<b>COMMITMENT</b>	<b>PLANNED ACTION</b>	<b>COMPLIANCE DEADLINE</b>
<b>TRAINING</b>	Ensure all employees receive training on the Human Rights Code as it pertains to persons with disabilities and the Integrated Standards	Launch training on-line program and incorporate on-going training into new employee orientation program. Keep records.	By: Jan 1, 2015 and ongoing Responsibility: Human Resources Status: Complete
<b>FEEDBACK PROCESS</b>	Ensure feedback processes can be administered in accessible formats with communication supports upon request.	Develop feedback mechanism. Specific AODA inbox available on Mirolin website.	By: January 2014 Responsibility: Human Resources Status: Complete
<b>WEBSITE</b>	Optimize existing internet website and web content to conform with WCAG 2.0 Level AA.	Redesign Mirolin website	By : January 2015 Responsibility: Marketing Status: Complete
<b>RECRUITMENT</b>	Fair and accessible employment practices that attract and retain employees with disabilities	Review and modify existing recruitment procedures and practices specifying that accommodation is available for applicants with disabilities on the Mirolin website and on job postings.	By: January 1, 2016 Responsibility: Human Resources
<b>WORKPLACE EMERGENCY RESPONSE PLANNING</b>	Development of individualized workplace emergency response information for employees with disabilities.	Individualized emergency response information procedures have been developed for employees with disabilities. Policy updated and information communicated. Emergency response team trained to manage and assist.	By: January 2015 Responsibility: Health and Safety Coordinator Status: Complete

	<b>COMMITMENT</b>	<b>PLANNED ACTION</b>	<b>COMPLIANCE DEADLINE</b>
INDIVIDUAL ACCOMODATION PLANS/RETURN TO WORK PROCESS	Ensure accommodation plans/return to work process policies are followed, documented and compliance with IASR	Provide the accommodations plan in a format that takes into account the persons accessibility needs.	By: January 1, 2016 Responsibility: Human Resources and H & S Coordinator
PERFORMANCE MANAGEMENT, CAREER DEVELOPMENT	Take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans when providing career development and advancement to employees with disabilities	Modify existing policies, procedures and practices to ensure compliance with IASR, including notification of the ability to provide accommodations on internal job postings.	By: January 1, 2016 Responsibility: Human Resources