

Multi-year Accessibility Plan

Agilec - Commitment to Diversity and Accessibility

At Agilec we respect and uphold the dignity of everyone.

We believe that diversity in our teams and communities makes us stronger. Variety in opinions and experiences helps us to provide relevant, inclusive services.

Our company works to prevent, minimize, and remove barriers for people with disabilities. Our goal is to ensure that all customers and employees can access our locations and services.

Every Agilec employee helps to honour this commitment.

Implementing our Commitment

We make accessibility a reality by:

- Appointing an Accessibility Champion to lead our accessibility efforts
- Complying fully with the accessibility laws of Ontario, including the Accessibility for Ontarians with Disabilities Act and the Human Rights Code
- Creating and implementing a Multi-year Accessibility Plan
- Where appropriate, creating policies or incorporating accessibility issues into existing policies or practices
- Regularly assessing our progress with respect to accessibility issues.

Plan Details

The focus of this plan is on the actions we intend to complete in the three years ahead. Plan implementation is coordinated by the Agilec Accessibility Champion and the VP Organizational Support. The plan is reviewed and updated annually.

Agilec Multi-year Accessibility Plan Summary Chart

2025	Status
<ul style="list-style-type: none"> • Acknowledgment and Celebration <ul style="list-style-type: none"> ✓ Support (internally and externally) National Disability Employment Awareness Month (October) ✓ Support the International Day of Persons with Disabilities (December 3) • Accessibility Champion Tour <ul style="list-style-type: none"> ✓ Virtually attend all local teams during the year to remind of our commitment to accessibility for employees and customers • Facility Accessibility Assessment 	

Multi-year Accessibility Plan



<ul style="list-style-type: none"> ✓ Conduct in July/August, results available by September 	
2026	Status
<ul style="list-style-type: none"> • Acknowledgment and Celebration <ul style="list-style-type: none"> ✓ Support (internally and externally) National Disability Employment Awareness Month (October) ✓ Support the International Day of Persons with Disabilities (December 3) • Full review of Agilec’s ongoing compliance with AODA <ul style="list-style-type: none"> ✓ Review and Update our Accessible Customer Service Policy 	
2027	Status
<ul style="list-style-type: none"> • Acknowledgment and Celebration <ul style="list-style-type: none"> ✓ Support (internally and externally) National Disability Employment Awareness Month (October) ✓ Support the International Day of Persons with Disabilities (December 3) • Review Agilec’s Progress as an Employer of People with Disability <ul style="list-style-type: none"> ✓ What direction are we trending ✓ Review of our employment practices related to people with disability 	