

Graham Bros. Construction Limited – Multi-year Accessibility Plan

2023 - 2027

Purpose

This multi-year accessibility plan is intended to outline Graham Bros Construction Limited (GBCL) strategy to prevent and remove barriers to ensure our workplace maintains accessibility for our workers and the public.

Introduction

GBCL will strive to meet the evolving needs of its employees and customers with disabilities and is continuously working to remove and prevent barriers to accessibility. This accessibility plan outlines steps that GBCL is taking to meet the requirements of the Accessibility for Ontarians with Disabilities Act and highlights how GBCL will make every effort to ensure its workplace is accessible.

Statement of Commitment

GBCL is committed to treating people in a way that allows them to maintain their dignity and independence. We believe in continuous improvement and ensuring integration and equal opportunity across our workplaces. We are committed to preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Customer Service

Accessibility Barriers

GBCL continuously monitors the accessibility of its buildings, yards, projects, and spaces that could potentially limit people's access to services.

GBCL will ensure feedback processes are accessible to people with disabilities upon request.

GBCL has provided training to employees on how to appropriately interact and communicate with customers and members of the public who have disabilities and use accessible equipment.

GBCL will ensure employees consider the needs of people with disabilities when designing, planning, and coordinating its projects.

Information and Communication Standard

GBCL will provide accessible formats and communication support to people with disabilities.

Employment Standard

Accommodation

GBCL will consult with employees with disabilities to develop accommodation based on their individual needs to ensure barriers are identified and removed and accommodation can be achieved.

Individualized Emergency Response Plans

GBCL will create an individualized emergency response plan for an employee with a disability who requires such a plan and will review, update, and implement changes to the plan when necessary.

Return to Work Process

GBCL will create and maintain a return-to-work process for employees that require disability-related accommodation to return to work, including creating and/or updating an individual's return to work plan.

Training

GBCL provides training to employees on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. This training is reviewed annually to ensure the AODA standards and compliance requirements are met.

Website Accessibility

GBCL will update its website as necessary to ensure company accessibility standards and information is kept up to date and is made publicly available.

Feedback

We welcome feedback regarding accessibility and how we can continuously improve. Those who wish to provide feedback on the way GBCL provides goods and services to people with disabilities can email Scott Stamcos at [sstamcos@grahambros.com](mailto:ssamcos@grahambros.com). All feedback, including complaints, will be responded to within 2 business days of receipt.

Alternate Format

Alternatively, feedback can be provided by calling 905-453-1200 and asking to speak with the Health & Safety Department.

For those who wish to provide feedback in writing, please find address in to:

Graham Bros. Construction Limited

Attention: Health & Safety Department

297 Rutherford Road South

Brampton, Ontario L6W 3J8

Feedback will be reviewed by our Health & Safety Department; we will consider possible action and reasonable accommodation that can be taken to improve our services.