



AODA – Multi-Year Accessibility Plan

This 2023 to 2028 accessibility plan outlines the policies and actions that Snobelen Farms Ltd. will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the Integrated Accessibility Standards, Ontario Regulation 191/11.

Statement of Commitment to Accessibility

SNOBELEN FARMS LTD. is committed to providing a barrier-free environment for all stakeholders including our clients/customers, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act (2005)*, and its associated standards and regulations.

SNOBELEN FARMS LTD. understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. In addition, we will strive to meet the needs of individuals with disabilities in a timely and effective manner.

Providing an accessible and barrier-free environment is a shared effort, and as an organization, SNOBELEN FARMS LTD. is committed to working with the necessary parties to make accessibility for all a reality.

SNOBELEN FARMS LTD. strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Past Achievements to Remove and Prevent Barriers

- Customer Service Training
- Establishment of Accessibility policies
- Training on IASR and the Human Rights Code for all employees within 1 week of start date
- Feedback process implemented
- Accessible formats and communication support available
- Accessible websites and web content
- Individual support plans available

Strategies and Actions

SNOBELEN FARMS LTD. is committed to:

- Providing accessible customer service to people with disabilities. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.
- Making our information and communications accessible to people with disabilities.
- Fair and accessible employment practices.
- Providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.
- Meeting accessibility laws when building or making major changes to public spaces.
- New builds will be 100% compliant with AODA standards

For More Information

For more information on this accessibility plan OR for accessible formats of this document please contact:

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Our accessibility plan and feedback form are publicly posted at:
<https://snobelenfarms.com/accessibility>