

Reviewed: October 25, 2023

**Multi-Year Accessibility Plan:**

Can Mar Contracting Limited strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility. The company is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act, 2005. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities. Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians. This plan is reviewed and updated at minimum once every 5 years. We train every person as soon as practicable after being hired and provide training in respect of any changes to the policies and procedures.

Achievements since last company review:

- Can Mar main office is now fully wheelchair accessible, this includes automatic door opening and accessible washroom.
- Designated parking spots
- Company website WCAG 2.0 level AA
- Training of all staff in customer standards and accessibility
- Feedback process in place through company website

The goal moving forward is to continue with the policies in place and enhance and modify when change is warranted due to customer service recommendations, compliance issues or changes to legislation .



Mark Lecce  
Executive Director