



## Accessibility Policy

### 1.0 Commitment Statement

#### Purpose

- .1 Aqua Fast Flush Ltd is committed to treating all persons in a manner that respects dignity, independence, integration, and equal opportunity.
- .2 The Company is committed to meeting the accessibility needs of persons with disabilities in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”) and the Integrated Accessibility Standards Regulation (“IASR”), Ontario Regulation 191/11.
- .3 This policy establishes the Company’s commitment to providing accessible employment practices and accessible workplace information for employees and job applicants with disabilities.

### 2. Scope

- .1 This policy applies to all employees, applicants for employment, contractors, and other individuals who perform work on behalf of Aqua Fast Flush Ltd in Ontario.
- .2 As the Company does not provide retail services or direct public customer services, this policy is primarily directed toward employment-related accessibility obligations under the AODA and IASR.

### 3. Statement of Commitment

- .1 Aqua Fast Flush Ltd shall use reasonable efforts to identify, prevent, and remove barriers to accessibility in the workplace.
- .2 The Company shall comply with applicable accessibility standards and requirements under Ontario law, including the Employment Standards provisions of the IASR.
- .3 The Company will:
  - provide accessible employment practices;
  - accommodate employees and applicants with disabilities to the point of undue hardship, in accordance with the Ontario Human Rights Code;
  - provide workplace information in accessible formats upon request;
  - provide individualized workplace emergency response information where required;
  - communicate accessibility policies to employees; and
  - provide accessibility training as required by law.

Preparation	Issue Date	Approval	Approval Date	Revision No.	Next Review Date
LBazzo	05/28/26	JHeeg	05/28/26	26-1	05/28/26



Accessibility Policy

**4. Definitions**

**“Disability”**

“Disability” shall have the same meaning as under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005.

**“Accessible Formats”**

Accessible formats may include, but are not limited to, large print, recorded audio, electronic formats, Braille, and other formats usable by persons with disabilities.

**“Communication Supports”**

Communication supports may include captioning, plain language, sign language interpretation, and other supports that facilitate effective communication.

**“Barrier”**

A barrier means anything that prevents a person with a disability from fully participating in all aspects of society because of their disability, including physical, architectural, informational, technological, attitudinal, or policy-based barriers.

**5. Recruitment, Assessment, and Hiring**

- .1 Aqua Fast Flush Ltd shall notify employees and the public that accommodations for applicants with disabilities are available during the recruitment process.
- .2 Where accommodation is requested, the Company shall consult with the applicant and provide or arrange for suitable accommodation that takes into account the applicant’s accessibility needs due to disability.

Preparation	Issue Date	Approval	Approval Date	Revision No.	Next Review Date
LBazzo	05/28/26	JHeeg	05/28/26	26-1	05/28/26



Accessibility Policy

- .3 Successful applicants shall be informed of the Company’s policies regarding workplace accommodation.
- .4

**6. Workplace Information and Communication Supports**

- .1 Upon request, Aqua Fast Flush Ltd shall provide workplace information in accessible formats or with communication supports for employees with disabilities, where reasonably practicable.
- .2 The Company shall consult with the employee making the request to determine the suitability of an accessible format or communication support.

**7. Individualized Workplace Emergency Response Information**

- .1 Where the Company becomes aware that an employee may require assistance during a workplace emergency due to a disability, individualized workplace emergency response information shall be provided as soon as practicable.
- .2 With the employee’s consent, the Company may provide such information to a designated assistance person where necessary.
- .3 The Company shall review emergency response information:
  - when the employee changes work location;
  - when accommodation needs change; and
  - when the Company reviews its emergency response procedures.

**8. Return to Work Process**

- .1 Where applicable, Aqua Fast Flush Ltd shall maintain and implement a documented return-to-work process for employees absent due to disability and requiring disability-related accommodations to return to work.
- .2 The process shall outline the steps the Company will take to facilitate the employee’s return to work.

Preparation	Issue Date	Approval	Approval Date	Revision No.	Next Review Date
LBazzo	05/28/26	JHeeg	05/28/26	26-1	05/28/26



Accessibility Policy

**9. Performance Management and Career Development**

- .1 The Company shall consider accessibility needs and accommodation plans when:
  - managing employee performance;
  - providing career development and advancement opportunities; and
  - considering redeployment opportunities.

**10. Training**

- .1 Aqua Fast Flush Ltd shall provide accessibility training as required under the AODA and IASR to:
  - employees;
  - persons participating in the development of Company policies; and
  - other persons who provide services on behalf of the Company.
    - Training shall include:
      - the purposes of the Accessibility for Ontarians with Disabilities Act, 2005;
      - the requirements of the Integrated Accessibility Standards Regulation; and
      - the Ontario Human Rights Code as it relates to persons with disabilities.
    - Training records shall be maintained by the Company where required by law.

**11. Policy Availability**

- .1 This policy shall be made available to employees and applicants upon request.
- .2 Accessible formats of this policy shall be provided upon request and in a timely manner.

Preparation	Issue Date	Approval	Approval Date	Revision No.	Next Review Date
LBazzo	05/28/26	JHeeg	05/28/26	26-1	05/28/26



Occupational Health and  
Safety Management Program

Document Number:  
1.1  
Page 5 of 5

Accessibility Policy

**12. Review and Amendments**

- .3 Aqua Fast Flush Ltd reserves the right to amend this policy at any time to ensure compliance with applicable legislation and operational requirements.
- .4 This policy shall be reviewed periodically and updated as necessary.

Preparation	Issue Date	Approval	Approval Date	Revision No.	Next Review Date
LBazzo	05/28/26	JHeeg	05/28/26	26-1	05/28/26