

ACCESSIBILITY POLICY

PURPOSE:

Celplast Metallized Products Ltd (CMP) is committed to providing an accessible environment in which all individuals have equal access to CMP's products and services in a way that respects the dignity and independence of persons with disabilities. This includes creating and fostering inclusive and positive attitudes that are considerate and accommodating of all individuals, including people with disabilities. This also includes a zero tolerance of having attitudes that devalue and limit the potential of persons with disabilities.

While working towards its goals under this Policy, CMP is committed to becoming a barrier free environment, and will endeavor to do the following in accordance with provincial legal requirements:

- Prevent, identify and remove barriers
- Increase awareness of accessibility initiatives at all levels of our organization.
- Promote compliance policies and procedures with respect to accessibility to our staff as well as our customers.
- Provide appropriate training to our employees who deal with the public or other third parties on behalf of CMP with a view to ensure greater awareness and responsiveness to the needs of those with disabilities.

A barrier is anything that prevents a person with a disability from fully taking part in society because of that disability, some barriers include:

- Physical barriers (e.g. a step at the entrance to the building or a door that is too heavy to be opened by an individual with limited upper body mobility and strength)
- Architectural barriers (e.g. a hallway or door that is too narrow for a wheelchair or scooter)
- Information or communication barriers (e.g. a publication that is not available in large print for people with visual impairment)
- Attitudinal barriers (e.g. ignoring a customer in a wheelchair, assuming people with a disability cannot perform a certain task when in fact they can)
- Barriers created by policies or practices (e.g. not allowing animals on the premises)



Celplast Metallized Products Limited
67 Commander Blvd, Unit 4
Toronto, Ontario, M1S 3M7
O 416-293-4330 F 416-293-9198
www.celplast.com

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Approved: MJ

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CMP'S WEB CONTENT

CMP is committed to communicating and providing information in a way that is accessible and understandable for all employees, contractors and customers, regardless of any disability. CMP commits to meet or surpass its requirements to ensure that as of 2015 all new website content will conform to World Wide Consortium Content Accessibility Guidelines (WCAG) 2.0 Level A.

This policy has taken into consideration our obligations under Canadian laws, including Ontario's Accessibility for Ontarians with Disabilities Act (AODA). As legislation changes and develops, CMP will review and amend its policies, practices and procedures as necessary.

CMP employees are responsible for ensuring this is being followed and are responsible for all guests visiting the site.