



# Accessibility Plan

## Introduction

### About GVF Group of Companies

The GVF Group of Companies empowers farmers to produce meat, milk and eggs profitably and sustainably for the advancement of human lives, nutrition and health. For more information visit our website at [www.gvfgroup.ca](http://www.gvfgroup.ca).

### About the Accessible Canada Act

The [Accessible Canada Act](#) (ACA) is a federal law that aims to identify, remove and prevent barriers facing people with disabilities. The [Accessible Canada Regulations](#) (ACR) set out regulatory obligations for organizations that are subject to the ACA.

**Contact:** Director of Human Resources

**Email:** [cassielehocki@grandvalley.com](mailto:cassielehocki@grandvalley.com)

**Phone:** 519-621-4400

**Mailing Address:**

Grand Valley Fortifiers Limited

PO Box 72

Cambridge, Ontario

N1R 5W6

## General

### Commitment Statement

The GVF Group of Companies (“GVF”) is committed to eliminating barriers and ensuring full accessibility for all employees, customers, and visitors with disabilities. We are committed to ensuring that every individual is treated with dignity, respect, and equality. GVF’s Accessibility Plan reflects our ongoing commitment to contributing to a barrier-free Canada. We care deeply about the lives and experiences of our employees, customers, and visitors, and as such, we will acknowledge and continue to learn from their feedback to enhance our efforts in fostering a culture of inclusion.

### Reporting our Plan

As required by the Accessible Canada Act, we will publish a status report every year that measures our progress against our commitments. We will also review and update our Accessibility Plan every three years. Progress reports and updates to our Accessibility Plan will be shaped by consultation with persons with disabilities.



## Employment

We will commit to ensuring that people with disabilities are supported throughout the entire employment lifecycle. We plan to:

1. Establish a central point of contact for all inquiries and requests related to accessibility.
2. Aim to include a statement under our employment policy to ensure accommodation is made available for all employees with disabilities throughout the entire employment process.
3. Offer training for all managers, supervisors, and employees on understanding accessibility barriers faced by people with disabilities.
4. Provide training for our managers and supervisors on their duty to accommodate.
5. Update our internal website to include information on accessibility and support available to employees.

## Physical “Built” Environment

We will commit to ensuring that our workplaces and work environments are accessible for all. We plan to:

6. Identify potential barriers that may hinder current and future employees with disabilities, including but not limited to:
  - Modifying doorways and hallways to accommodate wheelchair access.
  - Installing automatic or push-button doors along primary pathways.
  - Offering accessible parking spaces.

## Information and Communication Technologies (ICT)

We will commit to ensuring that our information and communication technologies are accessible. We plan to:

7. Consult with a web accessibility specialist to ensure our website is accessible.
8. Ensure that accessibility is fully incorporated into the selection process when purchasing new information technology products.

## Communication Other Than ICT

We will commit to ensuring that our information and communication, other than ICT is accessible. We plan to:

9. Include alt-text descriptions for all new pictures and images on GVF’s website.
10. Provide captions and transcripts for all videos on GVF’s website, ensuring the information is accessible to all.

## Procurement of Goods, Services and Facilities

We will commit to ensuring that accessibility is considered during the procurement process. We plan to:

11. Establish requirements to ensure accessibility considerations are included at the start of any procurement process.

## Design and Delivery of Programs and Services

We will commit to ensuring that accessibility considerations are included in the beginning phases of designing and delivering any internal and external programs and services. We plan to:

12. Tailor communication for people with disabilities to meet their individual needs and abilities.
13. Train employees on how to effectively interact and communicate with customers who have various types of disabilities.
14. Offer a variety of communication options for customers, including in-person, email, written formats, or any other alternative format requested.
15. Ensure that customers can use their personal assistive devices while on our premises.

## Transportation

GVF is not in the business of transporting people, therefore this is not applicable under the Accessible Canada Act.

## Consultation

We consulted persons with disabilities by telephone, email, and through one-on-one discussions in the preparation of this Accessibility Plan.

## Feedback

GVF encourages feedback on our Accessibility Plan by mail, email and telephone. If you have an inquiry or feedback, please get in touch with the contact person using the information below. Feedback will be acknowledged in the same way the feedback was sent to us. We do not acknowledge feedback that is sent to us anonymously. If you require support while providing feedback, please let us know and we will do our best to accommodate your needs.

**Contact:** Director of Human Resources

**Email:** [cassielehocki@grandvalley.com](mailto:cassielehocki@grandvalley.com)

**Phone:** 519-621-4400

**Mailing Address:**

Grand Valley Fortifiers Limited

PO Box 72

Cambridge, Ontario

N1R 5W6