



Accessibility Plan Progress Report

Prepared by: Cassie Lehocki – Director of People and Culture

Date Prepared: November 15, 2024

Location: All GVF Facilities

1- General

1.1 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.

In accordance with the Accessible Canada Act, the GVF Group of Companies has prepared this Progress Report to outline the commitments and actions undertaken in Year 2, as well as the progress made on priority areas outlined in the Accessibility Plan, covering the period from November 1, 2023, to November 30, 2024.

1.2 Feedback

GVF welcomes feedback on our Accessibility Plan via mail, email, or telephone. If you have any inquiries or suggestions, please contact us, and we will do our best to accommodate your needs.

Feedback Main Contact Person: Director of Human Resources

Email: cassielehocki@grandvalley.com

Phone: 519-621-4400

Mailing Address:

Grand Valley Fortifiers Limited
PO Box 72, Cambridge, Ontario
N1R 5W6

1.3 Alternate Formats

Alternative formats of this Progress Report, along with a description of our feedback process, are available upon request. GVF can provide these formats in the following ways:

- English and/or French audio formats, within 60 days of the initial request
- American Sign Language (ASL), Langue des Signes Québécoise (LSQ), and Indigenous Sign Language (PISL), within 60 days of the initial request
- Print and Large Print formats, within 30 days of the initial request



- Braille format, within 60 days of the initial request

2- Accessibility Plan Progress

In accordance with the Accessible Canada Act, GVF has published this Progress Report which delivers an update on our goals for each of the key priority areas listed.

2.1 Employment

1. Establish a central point of contact for all inquiries and requests related to accessibility.
Status: Completed
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.
Status: Completed
3. Offer training for all managers, supervisors, and employees on understanding accessibility barriers faced by people with disabilities.
Status: In Progress – training programs are currently being developed, with completion anticipated by 2025/2026
4. Provide training for our managers and supervisors on their duty to accommodate.
Status: In Progress – training programs are currently being developed, with completion anticipated by 2025/2026
5. Update our internal website to include information on accessibility and support available to employees.
Status: In Progress – completion anticipated by 2025/2026

2.2 Physical “Built” Environment

6. Identify potential barriers that may hinder current and future employees with disabilities.
Status: In Progress – discussions and plans are being developed for renovation of spaces, installation of automatic doors and push buttons and accessible parking spaces, with completion anticipated by 2030

2.3 Information and Communication Technologies (ICT)

7. Consult with a web accessibility specialist to ensure our website is accessible.
Status: Not Started, with completion anticipated by 2030
8. Ensure that accessibility is fully incorporated into the selection process when purchasing new information technology products.
Status: In Progress, currently working on a new ERP system implementation, with completion anticipated by 2026

2.4 Communication Other Than ICT

9. Include alt-text descriptions for all new pictures and images on GVF’s website.
Status: Not Started, with completion anticipated by 2030

10. Provide captions and transcripts for all videos on GVF's website, ensuring the information is accessible to all.

Status: Not Started, with completion anticipated by 2030

2.5 Procurement of Goods, Services and Facilities

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

Status: Not Started, with completion anticipated by 2030

2.6 Design and Delivery of Programs and Services

12. Tailor communication for people with disabilities to meet their individual needs and abilities.

Status: Completed

13. Train employees on how to effectively interact and communicate with customers who have various types of disabilities.

Status: In Progress – training programs are currently being developed, with completion anticipated by 2025/2026

14. Offer a variety of communication options for customers, including in-person, email, written formats, or any other alternative format requested.

Status: Completed

15. Ensure that customers can use their personal assistive devices while on our premises.

Status: Completed

2.7 Transportation

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

3- Consultation

GVF continues to consult persons with disabilities as we work through our Accessibility Plan.

4 - Feedback

During the past year, GVF received one request using the feedback process for accommodation. Accommodation was provided to the employee. GVF will continue to improve awareness about its feedback process over the next year.