



# THE INTERNATIONAL GROUP, INC.

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## Accessibility Ontario Plan 2021

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### **Disability Definition:**

*Ontario's accessibility law adopts the definition for disability that is in the Ontario Human Rights Code.*

- a. "any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or a wheelchair or other remedial appliance or device,
- b. a condition of mental impairment or developmental disability,
- c. a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken languages
- d. a mental disorder, or
- e. an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997."

### **Statement of Commitment:**

The International Group, Inc. (IGI or The Company) is a manufacturer and distributor of petroleum based waxes. Our business is exclusively B2B and our plant and head office in Toronto are not open to the public.

IGI is committed to providing information and communications to our Customers and third parties in an accessible format or with appropriate communication support, upon request. IGI will provide a feedback process that is accessible to people with disabilities, upon request.

The Company is committed to ensuring and encouraging equal opportunity and participation for employees with disabilities. Employees with disabilities will be treated in a respectful manner that will allow them to maintain their dignity and ability. The Company is committed to meeting the needs of employees with disabilities and will actively work to identify and reduce physical, emotional and social barriers in our workplace.

The Company will look for ways to use technology as an opportunity for candidates with disabilities to be considered for positions within our organization.

### **Accessibility Time Line:**

- a. Re Train Staff on Customer Service Standard - June 2021
- b. Website compliance – ongoing
- c. Revise Action Plan based on Remote Office Opportunities – December 2021
- d. Revise Action Plan around Physical Barriers – September (anticipated re-opening of office) to December 2021
- e. Be fully compliant by 2025

### **Accessibility Policies:**

1. Employment:
  - a. Accommodation can be made during the recruitment process
  - b. Create polices on flexible workplace for identified positions
  - c. Supporters are available for individuals with disability
  - d. Customized plan to support an employee with a disability during an Emergency
2. Information and Communication
  - a. Provide information in an accessible format – technological accommodations are available.
  - b. Internationally-recognized WEB Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements

3. Training:

- a. Train staff on accessibility as it relates to their specific role (if applicable)
- b. Attitudinal barriers; educate staff on how to treat individuals with disabilities

**Accessibility Plan:**

The International Group, Inc. is committed to preventing and removing barriers to accessibility for employees, customers and third parties with disabilities.

The Company will strive to abide by the AODA requirements to the point of undue hardship. We have developed an accessibility plan that will help us identify and reduce physical, emotional and social barriers in our workplace.

**Training:** The International Group, Inc is committed to providing training to staff on accessibility and how it relates to their specific role.

If you would like more information about IGI's Accessibility Ontario Plan, please feel free to contact Heather Meikle, at 416-940-5143 or [hmeikle@igiwax.com](mailto:hmeikle@igiwax.com).

Revised June 2021