



WORKPLACE EMERGENCY RESPONSE INFORMATION COMMITMENT AS IT RELATES TO THE ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT (AODA)

When Stinson Owl-lite is aware that an employee has a disability and that a need for accommodation exists, individualized workplace emergency response information will be provided to the employee as soon as practicable.

Actions Taken in this Regard:

- Individualized workplace emergency response information procedures have been developed for employees with disabilities, where necessary;
- Workplace Emergency Response Information forms have been prepared for employees who have disclosed a disability and who are being accommodated according to their disabilities;
- Where required, Stinson Owl-Lite assists specific employees with disabilities, with that employee's prior consent, to help them evacuate the workplace in case of an emergency or disaster. These plans for providing assistance have been set out in individualized emergency plans for the employees;
- These individualized emergency plans have been communicated to the employee's respective managers and safety personnel, on an 'as needed' basis;
- Additionally, Emergency Response Coordinators are trained to manage and assist any employees with disabilities in their area of responsibility.

Stinson Owl-lite will review and assess, regularly and as prescribed, our general emergency response procedures and our individualized emergency procedures to ensure that any issues affecting accessibility are addressed.