



Redoe Mold Company Ltd.  
Multi-Year Accessibility Plan

Message from the General Manager

At Redoe Mold, we believe that accessibility is not just a legal obligation- it is a fundamental value that reflects who we are and the business we strive to build. As Leaders, it is our responsibility to create an inclusive environment where every individual, regardless of ability, feels welcome and respected.

Our Multi-Year Accessibility Plan outlines the steps we are taking to meet and exceed the standards set out but the Accessibility for Ontarians with Disabilities Act (AODA). At the heart of this plan is a commitment to ensuring that every customer experience is respectful, inclusive, and designed to support dignity, independence and equal opportunity for all.

This plan is more than a compliance document – it is a reflection of our leadership’s ongoing commitment to removing barriers and fostering equity across all levels of our organization. We are continuously learning, listening, and adapting to ensure that our facility, services, and digital platforms are inclusive.

Thank you for being part of our journey toward greater accessibility. Together, we are building a future where everyone can thrive.

Sincerely,  
Shawn McCreary  
General Manager  
Redoe Mold Company Ltd.



## Introduction

At Redoe Mold. We are committed to fostering an inclusive environment where all individuals – regardless of ability – can access and participate fully in our workplace and services. This Multi-Year Accessibility Plan outlines our strategic approach to identifying, removing, and preventing barriers, in alignment with the Accessibility for Ontarians with Disabilities Act (AODA).

Our Plan reflects the core principles of dignity, independence, integration, and equal opportunity. We aim to ensure that everyone – whether they are employees, customers, or visitors – can interact with our organization in a respectful and accessible manner.

Key Objectives of the plan include:

- **Meeting and Exceeding Compliance:** Ensuring our policies and practices meet or exceed AODA requirements across all relevant areas, including customer service, employment, communication and safety.
- **Barrier Identification and Removal:** Regularly assessing our facilities, policies, and digital systems to identify accessibility barriers and taking timely action to remove them.
- **Accessible Communication:** Providing information and communications in accessible formats upon request, including access to our Accessibility Policy through the Human Resources Department.
- **Inclusive employment Practices:** Creating equitable hiring, onboarding, and workplace process that accommodate individuals with disabilities.
- **Ongoing Training and Awareness:** Equipping our team members with the knowledge and tools to support accessibility and inclusion in day-to-day operations.

This plan will be reviewed and updated all least once every five years, or more frequently as needed, to reflect progress, changes in legislation, or evolving best practices.

Feedback from employees and customers is a vital part of our continuous improvement efforts. We welcome input on accessibility at Redoe Mold and Invite anyone with questions or suggestions to contact our Human Resources Department at [hr@redoemold.com](mailto:hr@redoemold.com)

Together, we are building a more accessible and inclusive future.



### Statement of Commitment

*“Redoe Mold is committed to ensuring equal access and participation for all individuals, including those with disabilities, we do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the **Accessibility for Ontarians with Disabilities Act**. We recognize the importance of removing barriers to ensure that our services, products, and employment opportunities are accessible to everyone, including visitors, customers, and employees with disabilities in a timely manner.*

*Our Accessibility for Ontarians with Disabilities Policy is consistent with the principles of independence, dignity, and equality for people with disabilities:*

- *Respects the dignity and independence of persons with disabilities,*
- *It is integrated into the method of services delivered as fully as possible,*
- *Allows persons with disabilities to benefit from the same services, in the same place and in a comparable way as other customers, thereby ensuring equality for everyone.*

*Redoe Mold is committed to continuously improving accessibility in all aspects of our operations to ensure that we foster an inclusive environment for everyone.*

*Upon request, a copy of the Accessibility for Ontarians with Disabilities Policy and Our plan is available in the Human Resources Department. Both the Policy and the plan are in accessible formats, such as large print, colour font and reading out loud. If you have any questions regarding accessibility or to provide feedback, please contact Human Resources at [hr@redoemold.com](mailto:hr@redoemold.com) or at 519-734-6161 X. 4053”*



## Section 1: Past Achievements to Remove and Prevent Barriers

**Redoe Mold Company Ltd. Has completed the following accessibility initiatives.**

Redoe Mold has taken proactive steps to create an inclusive environment by identifying and removing accessibility barriers across its operations. In Alignment with The Accessibility for Ontarians with Disabilities Act, the company has implemented accessible customer service practices, ensuring that all individuals include those with disabilities, can access services with dignity and independence. Training has been provided for staff to raise awareness and build competency in supporting diverse needs, and physical spaces have been reviewed to improve access. These actions demonstrate Redoe Mold's Commitment to offering equitable experience to customer, employees and visitors alike.

### Past Initiatives:

- General Information
  - Established Accessibility for Ontarians with Disabilities Policy
  - Multi-year Planning
- Information and Communications:
  - Providing information and communications in an accessible format upon request through the Human Resources Department
  - Providing contact information on the website to provide any feedback to Human Resources Department
  - Offering accommodation for Large Print, colour change options, being Read the Plan and policy aloud in a timely manner
  - Accessibility Policy Statement is available online and at reception
- Employment:
  - Providing inclusive workstations based on the needs of the specific employee
- Training:
  - Providing Accessibility training to all new hires in orientation
  - Providing ongoing refresher training for employees every 5 years
- Design of Public Spaces/Environment:
  - Assessing our facilities and ensuring that we have proper outdoor paths of travel are established such as parking, sidewalks and curb ramps are available to ensure that all AODA requirements are met, and barriers are removed to people with disabilities.



## Section 2: Strategies and Actions

Redoe Mold Company Ltd. has planned to complete the following accessibility initiatives in the future.

Looking ahead, Redoe Mold remains dedicated to enhancing accessibility by integrating and inclusive web design and planning into all future projects. This includes updating the digital platforms to meet or exceed web accessibility standards, regularly auditing facilities to address emerging needs, and involving individuals with disabilities in the development of new policies and procedures. Continued staff training will also be prioritized to ensure accessibility remains at a core value embedded in everyday operations. Through these efforts, Redoe Mold aims to strengthen its culture of inclusion and ensure meaningful participation for all.

Redoe Mold is committed to providing accessible customer service to people with disabilities. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.

Redoe Mold plans to:

- Review all Policies, procedures and ensure practices meet or exceed the AODA Requirements
- Review and publish an updated multi-year plan to the website

Redoe Mold is committed to making our information and communication accessible to people with disabilities.

Redoe Mold plans to:

- Include a statement within all public safety procedures, emergency procedures that the information can be provided in accessible format and if any specific accommodation is required
- Re-create the Internet website to WCAG 2.0 Level AA

Redoe Mold is committed to fair and accessible employment practices.

Employment:

- Creation of a standard hiring checklist which will ensure all candidates selected for interviews are notified about the availability to accommodate throughout the recruitment process



- Include a statement to all job ads that inform applicants of the Accessibility Policy, Plan and contact information for obtaining additional feedback and request for documents to be provided in an accessible format.
- Include a statement within the AODA Policy regarding the frequency of training that will be provided on a consistent basis to the employees
- Include a statement within the Return-to-work policy that

Redoe Mold is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

Redoe Mold plans to:

- Provide AODA training to new candidates within orientation training and current employees receive AODA refresher training every 5 years or when there is a change to the policy.

Redoe Mold will meet accessibility laws when building or making major changes to public spaces.

Redoe Mold plans to:

- Ongoing consideration will be made if the building or if any major changes to Redoe Mold's public spaces are being considered for Changes. These considerations will be made at the planning stages of any changes.

For more information on this accessibility plan and upon request, a copy of the Accessibility for Ontarians with Disabilities Policy and our plan is available in the Human Resources Department. Both the policy and the plan are in accessible formats, such as large print, colour font and reading out loud. If you have any questions regarding accessibility or to provide feedback, please contact Human Resources at [hr@redoemold.com](mailto:hr@redoemold.com) or at 519-734-6161 X. 4053. Our accessibility plan is publicly posted on our website at [www.redoegroup.com](http://www.redoegroup.com) and in the lobby of our facility.