

Asplundh Canada is committed to fulfilling our requirements under the *Accessibility for Ontarians with Disabilities Act, 2005*. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians. The plan is reviewed and updated at least once every 5 years.

We train every person as soon as practicable after being hired and provide training in respect of any changes to the policies

We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

Our vision statement: **Safety First ... No One Gets Hurt!** Asplundh Canada recognizes that our employees have made us the number one company of our kind in the world. Therefore, our number one value is the safety of our people. Simply stated, our safety policy is:

To provide each employee with a safe place to work, free from all recognized hazards. Each employee has the right to know, right to participate and right to refuse.

To support this policy, Asplundh requires compliance with all provincial Occupational Safety and Health regulations, the Canadian Standards Association (CSA) and other regulatory bodies and training publications distributed by the Company including Asplundh Canada Training Standards (ACTS). Every employee, from the newly-hired to a top-level manager, must agree to be guided by the following principles:

- All fatalities and injuries are preventable
- No job or activity is worth risking injury
- Working safety is a condition of employment
- Management is responsible for providing the environment for everyone to work safely
- Each individual share in the responsibility for the safety of themselves and others
- We do believe prevention of injuries is good business
- We do promote off the job safety for our employees
- Safety is led by senior management, implemented by line management, with each level accountable to the one above and responsible for the one below
- We do design and integrate safety into our management decisions
- Commitment to safety is for all workers – employees, sub-contractors and service providers
- We understand the importance of workers being fully prepared for the work they do and the provision of competent supervisors who will insist on and enforce safe work practices. All workers must be competent and fully trained and certified for the work they are performing.
- We are committed to the on-going improvement of our practices, and will continue to work with industry associations, government agencies, customers and training facilities to improve the safety of our industry



# AODA Multi Year Plan

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## Equal Opportunity

Management works to continually improving recruitment, employment, development and promotional opportunities for minority group members, women and people with disabilities.

It is the Company's intent to provide equal opportunity in all areas of its employment practices and to ensure that there is to be no discrimination against any applicant or employee on the grounds of race, colour, religion, sex, age, disability, national origin, marital status or sexual orientation.


This policy extends to recruiting and hiring, to working conditions, training programs, use of company facilities, and all other terms, conditions and privileges of employment. As a field employee, complaints may be made to your immediate Supervisor, (Foreperson, General Foreperson, Supervisor) or Region Manager. Any office employee complaints will be made to the Office Manager. If you cannot report to your Supervisor or Manager, or if a complaint you have made has not been promptly addressed, you should call the Regional Safety Supervisor.

Management will continue to be guided and motivated by this policy, and with the cooperation of all employees, will actively pursue the related goals of equal employment opportunities for all throughout the company and all its subsidiaries.

## Hiring & Communications

When management is hiring for a position, no applicant will be denied bases on disabilities as long as it causes the company no undue hardship. Asplundh's operations involve heavy manual labour, mobility at heights, working outside on unlevel ground and seasonal elements. If an applicant can perform the physical demands of the roles and responsibilities, our hiring process shall be implemented. We are a mobile operation without any office in Ontario or set location. We provide no transportation, self-serve kiosk, public space design or public customer services.

Asplundh has in the past accommodated people with disabilities on a case-to-case basis depending on their needs, role within the organization. Modification of vehicles, purchasing of special equipment or changing a procedure to accommodate people with disabilities shall continue throughout the organization. Communication and Information shall be provided in the appropriate format when required.

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