

## TheMIGroup's AODA Integrated Accessibility Policy Commitment

TheMIGroup's Policies include a Commitment to the following:	Yes/No
To be responsive to the needs of people with disabilities in a timely manner.	Y
Provide access to its goods and services in a way that respects the dignity and independence of people with disabilities.	Y
Upon request, provide its publicly available information, including emergency and public safety information, in a way that is accessible to a person with a disability.	Y
Making the Company website content accessible to people with disabilities. Specific needs will be responded to on an as needed basis.	Y
Provide training to employees on the OHRC provisions, as it relates to people with disabilities and accessibility needs under the AODA, including those for accessible customer service, information and communications and employment practices.	
To keep a record of training as it is completed, to ensure all staff have been trained or re-trained if there are changes to our accessibility policies.	Y
Establish, maintain, document and post, a multi-year accessibility plan, showing how the Company intends to meet its accessibility requirements.	Y
Include notification of the availability of accommodation for employment applicants with disabilities, as well as supports for staff with disabilities.	
Where required develop, provide and document individual accommodation plans for employees who have a disability.	Y
Where need dictates, develop and provide individualized emergency workplace response information to employees who have a disability	Y
Upon request, make available information on the Company's, emergency plans.	Y
To take into account the accessibility needs of employees with disabilities when undertaking performance management, career development initiatives and employee redeployment.	Y
Have in place a return to work process for employees who have been absent from work due to a disability and require disability related accommodations in order to return to work.	Y