****Accessibility for Ontarians with Disabilities (AODA)

Policy Statement and Accessibility Plan

Statement of Commitment

EarthFresh is committed to diversity, inclusion and accessibility and are continuously taking steps and making a conscious effort to improve the overall experience for all of our customers. We believe in integration and we are committed to meeting the needs of accommodation of people with disabilities in a timely manner.

We are committed to providing the highest degree of customer service to each of our visitors and strive to provide services in a manner that respects the dignity, independence, integration and equality of those with disabilities. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario’s accessibility laws. This statement will be made publicly available and upon request, in an alternative format.

Recruitment / Employment

EarthFresh is committed to ensuring compliance with the provisions of the AODA with the objective of making all steps of the recruitment process accessible to persons with disabilities. EarthFresh encourages applications from all qualified candidates and will notify the public of its intent to accommodate people with disabilities throughout the interview, selection and employment process. Notifications will be done through the website and job postings. EarthFresh will consult with all applicants who require such accommodation in a manner which takes into account the applicants’ accessibility needs.

Employee Supports

EarthFresh will provide all employees with job accommodation if required in order to support persons with disabilities. The Human Resources Department will assess the type of accommodation on a case-by-case basis and will provide this information to new employees as soon as practicable after their start dates and to all employees whenever there are changes to the existing policies.

Accessibility

In an effort to ensure that our facility and employees meet the requirements as outlined by AODA, EarthFresh will offer: the use of Service Animals and Support Persons; wheelchair accessible parking; single-level entry and facility eliminating barriers for persons with disabilities; automatic entry at main entrance; handrails in washrooms, including a wheelchair accessible stall and brail signage on washroom doors. In addition, EarthFresh will work towards providing an accessible website, compliant with any required standard.

Accessible Formats

EarthFresh will consult with its employees to determine the suitability of accessible formats and communication supports for information that is needed to perform the employees’ job and information that is generally available to employees in the workplace and will consult with the employee regarding the suitability of the accommodation.

Notice of Temporary Disruption

EarthFresh will make reasonable effort to make our customers, visitors and employees with disabilities aware of any disruption to the facilities used by these individuals. This notice will include information about the reason for its disruption, its anticipated duration, and alternative facilities if available.

Training

EarthFresh is committed to providing training and to inform all employees on the requirements of the accessibility standards, Human Rights Code and policies and procedures as it pertains to persons with disabilities as soon as practicable. Training will be provided on a continuous basis to all new hires as a part of the EarthFresh orientation process. EarthFresh will modify or eliminate an existing policy that does not respect and promote the dignity and independence of people with disabilities.

Feedback Process & Communication

EarthFresh welcomes feedback, including feedback about the delivery of our customer service to persons with disabilities. EarthFresh will investigate and respond to all inquiries related to such services in a timely, thorough and objective manner. When requested, we will provide information about our organization and its services in accessible formats or with communication supports. All customers and employees can submit feedback or questions to the Senior Manager, Human Resources.

This policy statement shall be communicated to all employees, reviewed by senior management annually and revised appropriately. A copy of this policy will be posted on all bulletin boards and company website so that it is publicly available.