

AODA Multi-Year Accessibility Plan (2026–2031)

Intent

This 2026–2031 Multi-Year Accessibility Plan describes the measures Clarion Medical Technologies has taken and will take to identify, prevent and remove barriers for persons with disabilities and to meet its obligations under the [Accessibility for Ontarians with Disabilities Act, 2005 and the Integrated Accessibility Standards Regulation, Ontario Regulation 191/11](#). The plan will be implemented in accordance with applicable requirements and made publicly available, including in an accessible format upon request.

Statement of Commitment

Clarion Medical Technologies is committed to providing a barrier-free environment for all stakeholders, including our clients, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations.

Clarion Medical Technologies will integrate accessibility into its policies, procedures, procurement practices, technology, communications, training and employment practices. The organization will review progress under this plan at least annually, update the plan at least once every five years, and revise it sooner where organizational or legal changes require. Accessibility-related records, including training records and documented processes required by law, will be maintained.

Providing an accessible and barrier-free environment is a shared effort, and we are committed as an organization to working with the necessary parties to make accessibility for all a reality.

Plan

Accessible Emergency Practices

Clarion Medical Technologies will provide individualized workplace emergency response information to an employee with a disability when the need for accommodation is known and the information is necessary because of the nature of the disability. With the employee's consent, the information will be shared with the person designated to provide assistance. The information will be reviewed when the employee moves to a different location, when the employee's overall accommodation needs or plan are reviewed, and when the organization reviews its general emergency response policies. Records will be handled confidentially and retained only as required for operational and legal purposes.

Emergency procedures, plans and public-safety information that Clarion Medical Technologies makes available to the public will be provided in an accessible format or with appropriate communication supports, as soon as practicable, upon request.

Training

Clarion Medical Technologies will provide training on the requirements of the accessibility standards and on the Ontario Human Rights Code as it pertains to persons with disabilities to employees, volunteers, and other persons who provide goods or services on the organization's behalf.

Clarion Medical Technologies will continue to take the following steps to ensure employees are provided with the training needed to maintain an understanding of AODA standards:

- Provide required accessibility and Human Rights Code training as soon as practicable after a person assumes applicable duties.
- Provide additional training when accessibility policies, practices or legal requirements change.
- Maintain records of the training provided, including the dates training was delivered.
- Make applicable accessibility policies available to employees and the public.

Information and Communication

Clarion Medical Technologies will communicate with persons with disabilities in ways that take their accessibility needs into account. Upon request, the organization will provide or arrange for accessible formats and communication supports for information and communications under its control, in a timely manner and at a cost no greater than the regular cost charged to others. Clarion will consult with the person making the request to determine the suitability of the format or support. Where information cannot be converted, Clarion will explain why and provide a summary of the information.

Clarion Medical Technologies will maintain internet websites and web content that it controls in conformity with the applicable Web Content Accessibility Guidelines (WCAG) 2.0 Level AA requirements under the IASR, subject to the regulation's exclusions and practicability provisions. New web content and material changes will be assessed for accessibility before publication, and identified barriers will be remediated as soon as practicable.

Clarion Medical Technologies has taken the following steps to ensure existing feedback processes are accessible to people with disabilities upon request, to the extent practicable:

- Ensure processes for receiving and responding to feedback are accessible by providing or arranging accessible formats and communication supports upon request.
- Accept feedback by email, telephone or mail, and notify the public that accessible formats and communication supports are available.



Clarion Medical Technologies has taken the following steps to make sure all publicly available information is made accessible upon request, to the extent practicable:

- All employees receive training on the AODA Integrated Accessibility Standards Regulation.
- Accessible formats and communication support will be produced upon request in a timely manner with no additional cost charged.

Employment

Clarion Medical Technologies is committed to fair and accessible employment practices and continues to take the following steps to notify applicants and employees that accommodations will be provided, upon request:

- Notify employees and the public that accommodation is available during recruitment; notify selected applicants of available accommodation during assessment or selection; and notify successful applicants of accommodation policies when offers are made.
- Inform employees of policies used to support employees with disabilities, including upon hire and when those policies change.
- Consult with employees who request accessible formats or communication supports for information needed to perform their jobs and for information generally available in the workplace.
- Maintain a written process for documented individual accommodation plans that addresses assessment, employee participation, outside evaluation where required, privacy, review frequency, accessible formats and reasons for denial.
- Maintain a documented return-to-work process for employees absent because of disability who require disability-related accommodation, where the process is not otherwise addressed by applicable workplace insurance legislation.
- Take accessibility needs and individual accommodation plans into account in performance management, career development and advancement, and redeployment.

Clarion Medical Technologies will continue to ensure the accessibility needs of employees with disabilities are considered during performance management, career development and redeployment processes.

Procurement

Where practicable, Clarion Medical Technologies will incorporate accessibility criteria and features when procuring or acquiring goods or services. If it is not practicable to do so, the organization will provide an explanation upon request.



Monitoring, Review and Reporting

Human Resources will coordinate an annual review of this plan. This plan will be formally reviewed and updated no later than 2031 and posted on the organization's website. Clarion will file the accessibility compliance report required for businesses and non-profit organizations with 20 or more Ontario employees by December 31, 2026, and thereafter in accordance with applicable reporting cycles.

Information

For more information on this accessibility plan, please contact Clarion's Human Resources department:

- Phone: 519-620-3900
- Email: atucker@clarionmedical.com

This plan and the organization's accessibility policies are available in an accessible format or with communication supports, upon request, at no additional cost. Clarion Medical Technologies will consult with the requester to determine a suitable format or support and will provide it in a timely manner.