

January 1, 2023

Accessibility Policy

Organization Name: Peridot Supply Inc.

Effective Date: January 1, 2023 to December 31, 2025

Review Date: December 31, 2028 – within 5 years

1. Purpose

This policy outlines Peridot Supply Inc.'s commitment to meeting the accessibility needs of persons with disabilities in a timely manner and in accordance with the requirements of the Integrated Accessibility Standards Regulation (IASR) and the Accessibility for Ontarians with Disabilities Act (AODA).

2. Statement of Organizational Commitment

Peridot Supply Inc. is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. 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. Peridot Supply Inc. is committed to meeting its current and ongoing obligations under the Ontario Human Rights Code respecting non-discrimination. Peridot Supply Inc. understands that obligations under the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) and its accessibility standards do not substitute or limit its obligations under the Ontario Human Rights Code or obligations to people with disabilities under any other law. Peridot Supply Inc. is committed to excellence in serving and providing goods, services or facilities to all customers including people with disabilities.

Our accessible customer service policies are consistent with the principles of independence, dignity, integration and equality of opportunity for people with disabilities.

3. Scope

This policy applies to all employees, volunteers, and third parties who provide goods, services, or facilities on behalf of Peridot Supply Inc.

4. Accessibility Standards Covered

We are committed to complying with the following IASR standards:

- Customer Service Standard
- Information and Communications Standard
- Employment Standard
- Design of Public Spaces Standard
- Transportation Standard (if applicable)

5. Policies and Practices

- **Customer Service:** We provide accessible customer service to people with disabilities and will communicate in ways that consider their disability.
- **Information and Communications:** We will provide accessible formats and communication supports upon request and are working to ensure our website is in compliance with WCAG 2.0 Level AA.
- **Employment:** We accommodate people with disabilities during recruitment and employment, including accessible formats and supports.
- **Training:** All staff and volunteers receive training on the requirements of the accessibility standards and the Ontario Human Rights Code.
- **Design of Public Spaces:** We will meet accessibility requirements when building or redeveloping public spaces.

6. Multi-Year Accessibility Plan

We have developed a multi-year accessibility plan that outlines our strategy to prevent and remove barriers. This plan is reviewed and updated at least once every five years and is available to the public upon request.

7. Feedback Process

Feedback regarding the way Peridot Supply Inc. provides goods and services to people with disabilities can be made by email (fnuziale@peridotsupply.com), phone 905-791-9494 ext 113, or in person. All feedback will be directed to our Accessibility Coordinator - Frank Nuziale, CPA, CFO.

8. Availability of Documents

All documents required by the IASR are available upon request and will be provided in a format that takes into account the person's disability.

ie: Microsoft Word

Multi-Year Accessibility Plan

Organization Name: Peridot Supply Inc.

Effective Period: January 1, 2023 to December 31, 2025

Review Cycle: Every 5 years or as required

1. Introduction

This Multi-Year Accessibility Plan outlines Peridot Supply Inc.'s strategy to identify, remove, and prevent barriers to accessibility and to meet the requirements of the Integrated Accessibility Standards Regulation (IASR).

2. Statement of Commitment

Peridot Supply Inc. is committed to achieving accessibility by meeting the requirements of the IASR and by creating an inclusive environment for all individuals, including people with disabilities.

3. Planned Initiatives by IASR Standard

A. Customer Service Standard

Initiative	Action	Timeline Status	
Accessible customer service training	Train all staff and volunteers	Ongoing	In progress
Feedback process	Ensure accessible formats are available – Email, Phone, In-person	Year 1	Complete

B. Information and Communications Standard

Initiative	Action	Timeline Status	
Accessible formats and communication supports	Provide upon request	Ongoing	Ongoing
Website compliance	Ensure WCAG 2.0 Level AA compliance	Year 4	Planned

C. Employment Standard

Initiative	Action	Timeline	Status
Recruitment	Notify applicants of accommodations	Year 1	Complete
Individual accommodation plans	Develop and implement process	Year 1-5	In progress
Return to work process	Create documented process	Year 3	In progress

D. Design of Public Spaces Standard (if applicable)

Initiative	Action	Timeline	Status
Accessible public spaces	Follow AODA design standards in new builds or redevelopments	As needed	Planned

E. Training

Initiative	Action	Timeline	Status
Staff training	Train all employees on AODA and Human Rights Code	Year 1 and ongoing	In progress

4. Monitoring and Review

- This plan will be reviewed and updated at least once every five years.
- Progress will be tracked annually, and updates will be posted on our website.

5. Availability

This plan is available to the public and will be provided in accessible formats upon request.

Sincerely,



Frank Nuziale, CPA, CA

Chief Financial Officer

Peridot Supply Inc.

Telephone 1-855-593-ROOF **Mobile** 647-271-9617

Web www.peridotsupply.com

fnuziale@peridotsupply.com

75 Bramalea Road, Brampton, ON, L6T 2W9