



**MEDIKE**  
BRANDING SOLUTIONS  
216 Main Street West  
Markdale, ON  
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## Medike Branding Solutions

### Accessibility for Ontarians with Disabilities Act (AODA) – Multi-Year Plan

Medike is committed to providing its goods and services in a manner that respects the dignity and independence of persons with disabilities. Medike is committed to giving persons with disabilities the same opportunity to access our goods and services and allowing them to benefit from the same services, in the same place and in a similar way as other customers, suppliers or any other person who deals with Medike in the conduct of business.

Our Multi-Year Accessibility Plan outlines strategies and actions to identify, remove and prevent barriers for people with disabilities in our programs, services, and facilities therefore increasing accessibility. This plan will help us ensure that we will meet the requirements of Ontario's accessibility legislation, the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA).

The plan will indicate how the Company intends to implement the requirements of the Integrated Regulation and address the identification, removal and prevention of barriers to people with disabilities in the organization.

#### Plan Details

Requirements	Action Dates
Develop Customer Service Accessibility Standards & Policies	<b>Completed 2015</b>
Train all employees on Customer Service Accessibility Standards & Policies	To be completed by June 1, 2016
Customer Service Standard Progress Reports	Reports will be submitted to Accessibility Directorate once



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	training is complete by June 1, 2016
Information and Communication Standards	<p>Medike will provide information and communications in accessible formats and with communications support. We will ensure that any new websites and content conform with WCAG 2.0, Level AA</p> <p>The Company will, if requested, provide or arrange for the provision of accessible formats and communication supports for persons with disabilities in a timely manner.</p> <p>This information will be posted on the company website.</p> <p>To be completed by June 1, 2016.</p> <p>Medike's internet websites and web content will conform to WCAG 2.0 level AA, excluding live captioning and audio description. Content published prior to 2012 available in an accessible format upon request.</p> <p>To be completed by January 1, 2018</p>
Employment Standards	<p>Medike will take into account the accessibility needs of our employees with disabilities if:</p> <ul style="list-style-type: none"><li>• Using performance management</li><li>• Offering career development or advancement</li><li>• Redeploying employees</li></ul> <p>When asked will notify the public, employees and potential</p>



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	<p>candidates with disabilities that accommodations can be made in recruitment and assessment processes</p> <p>Notify new hires and employees of our policies for accommodating employees with disabilities</p> <p>We will update our return to work program for employees that have been absent due to a disability to be compliant with AODA requirements</p> <p>To be completed by June 1, 2016</p>
<p>Making new or Re-Developed Public Spaces Accessible</p>	<p>Whenever possible, Medike will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to our spaces. As per the regulation, public spaces include:</p> <ul style="list-style-type: none"> <li>• Outdoor public eating areas like rest stops or picnic areas.</li> <li>• Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals.</li> <li>• Accessible off street parking.</li> <li>• Service-related elements like service counters, fixed queuing lines and waiting areas.</li> </ul> <p>To be completed by January 1, 2017</p>
<p>File an Accessibility Compliance Report</p>	<p>To be completed by January 1, 2017</p>
<p>File an Accessibility Compliance Report</p>	<p>To be completed by January 1, 2021</p>
<p>File an Accessibility Compliance Report</p>	<p>To be completed by January 1, 2023</p>