



Multi-Year Accessibility Plan

This Multi-Year Accessibility Plan applies to Venture Metals Works Inc. employees in Ontario. It outlines the policies and steps that Venture Metals Works Ltd. has taken to prevent and remove barriers for people with disabilities in Ontario and reflects the standards set out by the Accessibility for Ontarians with Disabilities Act (“AODA”).

Statement of Commitment

Venture Metal Works Inc. is committed to providing a barrier-free environment for all 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.

Venture Metal Works Inc. understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization’s compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. We will review these policies and practices annually, as organizational changes occur, or in anticipation of compliance deadlines. In addition, we will strive to meet the needs of individuals with disabilities in a timely and effective manner.

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.

Reviews and Updates

This Plan will be reviewed and updated at minimum once every five years.

Availability

This Plan will be made available on our company website and posted in Venture Metal Works Inc. office in Etobicoke, Ontario. Upon request, Venture Metal Works Inc. shall provide a copy of this document or any part thereof to any person. If communication in an alternate format is

required, those will be made available within seven (7) business days after receipt of an Alternate Format Request Form.

The Plan

Below is a list of the actions that have been undertaken to ensure accessibility for all employees and customers of Venture Metal Works Inc. in Ontario.

CUSTOMER SERVICE

Venture Metal Works Inc. is committed to providing accessible customer service to people with disabilities. We will provide goods and services to people with disabilities with the same high quality and timeliness as others.

Venture Metal Works Inc. will continue to improve its customer service standards in order to support people with disabilities and provide all Venture Metal Works Inc. Employees with the AODA training to ensure that our staff understand how to effectively assist and offer communication support to people with disabilities, when requested.

INFORMATION & COMMUNICATION

Venture Metal Works Inc. is committed to making our information and communications accessible to people with disabilities. We will communicate with people with disabilities in ways that take into account their disability, while maintaining their dignity.

The steps we have taken to do so include, but are not limited to:

- Making this Plan available on the company's website
- Making this Plan available in accessible formats in a timely manner upon request; and
- Establishing a feedback process so that we can continue to improve this Plan and our initiatives to support people with disabilities.

If/when accessible formats and communication supports for people with disabilities are requested, we will consult with the person making the request to determine the suitability of the accessible format or communication support.

EMPLOYMENT

Venture Metal Works Inc. is committed to fair and accessible employment practices.

The steps we have taken to do so include, but are not limited to:

- Timely communication with new and Venture Metal Works Inc. Employees about our accessibility standards
- We will provide new Venture Metal Works Inc. Employees with an opportunity to disclose any disabilities, if they choose to do so. To better assess equity and inclusion of persons with disabilities, we will increase awareness of this option and inform employees of how we use the data. Employees may also disclose anonymously.
- If a Venture Metal Works Inc. Employee informs us of a disability, we will work with them to build an individual accommodation plan to ensure they are supported in the workplace.
- We will educate and provide tools to interrupt biases in our hiring and succession planning processes.
- We will seek to conduct regular review of our spaces for inclusion, welcome feedback from our employees, and conduct periodic audits.

TRAINING

Venture Metal Works Inc. is committed to providing training to Employees on the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities. The steps we have taken to do so include, but are not limited to:

- Upon hire, Employees are required to review and acknowledge our Providing Services to People with Disabilities Training materials and complete Respectful Workplace Training.
- Acknowledge days of significance throughout the year such as International Day of Persons with Disability to build awareness and understanding of inclusion of persons with disabilities.
- Over the next year, we will promote the availability of additional AODA resources such as the online courses offered by Ontario Human Rights Commission