

Rev: May 21, 2021

ESG Solutions' Multi Year Accessibility Plan

Message from the President

Engineering Seismology Group Canada Inc. (ESG Solutions) is committed to providing a barrier-free environment for all stakeholders including our clients/customers, 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 standards and regulations.

ESG Solutions 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 as an organization, ESG Solutions is committed to working with the necessary parties to make accessibility for all a reality. For more detailed information on our accessibility policies, plans, and training programs, please contact a Human Resources representative at hr@esgsolutions.com.

Introduction

ESG Solutions strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Our organization/business is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act. This accessibility plan outlines the steps ESG Solutions is taking to meet those requirements and to improve opportunities for people with disabilities.

Section One: Past Achievements to Remove and Prevent Barriers

This document includes a summary of the accessibility initiatives ESG Solutions has completed.

Information and Communications

ESG Solutions provides training and updates to all employees about AODA

Employment

ESG Solutions provides equal employment opportunity for all applicants and Employees and do not discriminate on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability or any other characteristic protected by local law.

Section Two: Strategies and Actions

Information and Communications

ESG Solutions is committed to making our information and communications accessible to people with disabilities.

- ESG Solutions communicates the AODA policies to all new hires and ensures that the policies are available to all persons inside and outside the organization, should they require them.

Employment

ESG Solutions is committed to fair and accessible employment practices.

- ESG Solutions will ensure that all postings have language around that fact that we are an accessible employer and will ask applicants to let us know if they have any accommodation that ESG Solutions' needs to provide for the interview.
- Should a potential employee require accommodation, we will provide it to the best of our ability.

Training

ESG Solutions is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

- ESG Solutions will continue to ensure that all new hires complete all mandatory training on the AODA.

Design of Public Spaces

ESG Solutions will meet accessibility laws when building or making major changes to public spaces.

ESG Solutions will put procedures in place to prevent service disruptions to the accessible parts of our public spaces.

For More Information

For more information on this accessibility plan, please contact Human Resources at 613-548-8287, and HR@esgsolutions.com.

Our website: www.esgsolutions.com

Standard and accessible formats of this document are free on request by filling out the request form at <https://www.esgsolutions.com/contact> .