



Message from the Principals

Diversity is a fact. To be inclusive is an action. We are committed to act to fulfilling our responsibilities under the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code.

With our team, we look forward to continuously improving the way we reduce barriers and meet the needs of our staff and employees.

It is never too late to improve, or too early to try to do better.

Introduction

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

Our plan shows how StrategyCorp will play its role in making Ontario an accessible province for all Ontarians.

We are committed to reviewing our plan at least once every five years.

Public Notification re: Feedback process

StrategyCorp welcomes public feedback on our performance on this Accessibility Plan.

Comment can be made in a variety of formats convenient to the commenter including:

- By email to: accessibility@strategycorp.com
- By phone to: 416.864.7112 attention Theresa Buset

Upon request, we will provide or arrange for other accessible formats and communication supports for those wishing to make comment at no cost.

We will consult with the person making the request for an accessible format or communication support for the policy when determining the suitability of an accessible format or communication support.

StrategyCorp's Multi-Year Accessibility Plan to Prevent and Remove Barriers to Accessibility

About this Plan

StrategyCorp's Multi-Year Accessibility Plan (the "Plan") is a road map for our path to increased accessibility as a company. The goal of the Plan is to provide the action steps that bring life to StrategyCorp's Integrated Accessibility Standards Policy and Commitment Statement. This document describes:

- How we will meet accessibility requirements within the Integrated Accessibility Standards' mandatory timelines,
- How we will address current accessibility barriers in our organization, and
- How we will identify and remove future barriers.

The Plan identifies the different standards applicable to StrategyCorp, the progress we have made to date with respect to each standard. Over time we will review and update the Plan with information that reflects the practices and procedures we have adopted throughout the compliance process.

REVIEWED December 8, 2023

| Applicable Integrated Accessibility Standard | Detailed Standard | Actions | Status |
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| General Requirements | Accessibility Policy | StrategyCorp has developed an <i>Integrated Accessibility Standards Policy</i> . It is available to all staff on our Sharepoint site and provided to all new employees. It is also posted on our website. Upon request, we will provide or arrange for accessible formats and communication supports for the policy for people with disabilities in a timely manner at no cost. We will consult with the person making the request for an accessible format or communication support for the policy when determining the suitability of an accessible format or communication support. | Complete |
| | Statement of Commitment | StrategyCorp has developed a <i>Statement of Commitment</i> . It is available to all staff on our Sharepoint site and provided to all new | Complete |

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| | | employees. Upon request, we will provide or arrange for accessible formats and communication supports for the Statement of Commitment for people with disabilities in a timely manner that takes into account each person’s accessibility needs at no cost. We will consult with the person making the request for an accessible format or communication support for the Statement of Commitment when determining the suitability of an accessible format or communication support. | |
| | Multi-year Accessibility Plan | StrategyCorp has developed a Multi-year Accessibility Plan (the “Plan”) . It is available to all staff on our Sharepoint site and to the public on our website. It will be reviewed and updated at least once every 5 years. Upon request, we will provide or arrange for accessible formats and communication supports for the Plan for people with disabilities in a timely manner that takes into account each person’s accessibility needs at no cost. We will consult with the person making the request for an accessible format or communication support for the Plan when determining the suitability of an accessible format or communication support. | Ongoing Compliance |
| | Self-serve Kiosks | Given the nature of our business, StrategyCorp does not currently and has no plans to deploy self-serve kiosks, however, we will have regard to the accessibility for persons with disability should we decide to acquire any. | Not Applicable |
| | Training | StrategyCorp provides training to: <ul style="list-style-type: none"> • All of its employees and contractors • All persons who participate in developing our policies • All other persons who provide goods, services or facilities on behalf of | Ongoing compliance |

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| | | <p>StrategyCorp on the requirement of the accessibility standards referred to in the Integrated Accessibility Standards and continue to provide training on the <i>Human Rights Code (Ontario)</i> as it pertains to persons with disabilities. Training will be provided as soon as practicable. Training is also included as part of the orientation for all new hires.</p> <p>Training provided will take into consideration and be appropriate to the duties of those receiving the training.</p> <p>StrategyCorp will provide training, on an ongoing basis, with respect to the changes made to the <i>Integrated Accessibility Policy and Commitment Statement</i>.</p> <p>Records of the training provided will be maintained and will include the dates the training was provided and the number of individuals to whom the training was provided.</p> | |
| Employment | Emergency Procedures, Plans or Public Safety Information | StrategyCorp does not currently have emergency response procedures, plans or public safety information that it makes available to the public. | Not Applicable |
| | Individual Workplace Response Information | StrategyCorp provides individualized workplace emergency response information to employees with disabilities where the disability is such that individualized information is necessary and StrategyCorp is aware of the need for accommodation. | Ongoing Compliance |
| | Recruitment | In our recruitment processes, StrategyCorp advises our employees and the public about the availability of accommodation for applicants with disabilities. We will notify job | Ongoing Compliance |

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| | | <p>applicants, when they are individually selected to participate further in an assessment or selection process, that accommodations are available upon request in relation to the material or processes to be used. If selected job applicant requests accommodation, StrategyCorp will consult with the individual and provide or arrange for the provision of suitable accommodation that takes into account the applicants disability-related needs. When making offers of employment, we will notify successful applicants of our policies for accommodating employees with disabilities.</p> | |
| | Information for employees regarding supports | <p>StrategyCorp will notify our employees of our policies (and any updates to those policies) for supporting employees with disabilities, including (at a minimum) our policies regarding the provision of job accommodations that take into account an employee’s accessibility needs due to disability.</p> <p>This information will be provided to new hires as soon as practical after they commence employment.</p> | Ongoing Compliance |
| | Documented Individual Accommodation Plans | <p>At present, StrategyCorp does not have any employees that have self-identified with disabilities that require accommodation. StrategyCorp has a written process for the development of documented individual accommodation plans for employees with disabilities, and will deploy it should the situation arise.</p> | Ongoing compliance |
| | Return to Work Process | <p>StrategyCorp has and maintains a documented return to work process for its employees who have been absent from work due to a disability and who require disability-related accommodations in order to return to work and will deploy it should the situation arise.</p> | Ongoing compliance |

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| | Performance Management, Career Development and Advancement and Redeployment | StrategyCorp takes into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when conducting performance management, providing career development and advancement to employees or when redeploying employees. | Ongoing compliance |
| Information & Communication | Feedback | StrategyCorp maintains a process for receiving and responding to feedback from persons with disabilities. StrategyCorp will ensure that its processes for receiving and responding to feedback are accessible to persons with disabilities by, upon request, providing accessible formats and communication supports for people with disabilities in a timely manner that takes into account each person's accessibility needs at a cost that is no more than the regular cost charged to other persons. We will consult with the person making the request for an accessible format or communication support when determining the suitability of an accessible format or communication support. We will continue to advise the public about the availability of accessible formats and communication supports with respect to its feedback processes through a notification on the website. The processes that StrategyCorp develops to meet its feedback obligations under the Integrated Accessibility Standards will be complementary to, and will not detract from, the feedback processes StrategyCorp has developed in accordance with the Customer Service Standards. | Ongoing Compliance |
| | Accessible formats and communication supports | Upon request, StrategyCorp will provide or arrange for accessible formats and communication supports for people with disabilities in a timely manner that takes into | Ongoing Compliance |

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| | | account each person's accessibility needs at a cost that is no more than the regular cost charged to other persons. We will consult with the person making the request for an accessible format or communication support when determining the suitability of an accessible format or communication support. We will advise the public about the availability of accessible formats and communication supports through a notification on the website. | |
| | Accessible websites and web content | StrategyCorp will ensure that its website, including web content on those sites (that StrategyCorp controls directly or through a contractual relationship that allows StrategyCorp to modify the content), conform with the WCAG 2.0 at Level AA, except with respect to success criteria 1.2.4 (Captions (live)) and 1.2.5 (pre-recorded audio descriptions) or where meeting the requirement is not practicable. | Ongoing Compliance |
| Full Accessibility | | This is the date by which the development, implementation and enforcement of accessibility standards is contemplated by the AODA in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises. StrategyCorp will ensure compliance with its obligations under the AODA and its regulations by this date. | January 1, 2025 |