

MODERN LANDFILL ACCESSIBILITY PLAN

Modern Landfill is committed to building a culture of inclusivity and accessibility. Not only is this part of our culture, but opening access to all is imperative to our continued growth and competitiveness as an employer. We will contribute to a barrier-free Canada for everyone by building an accessibility framework to support employees and the public we serve.

We know creating a barrier-free environment takes time, and we are dedicated to the ongoing identification, removal, and prevention of barriers. Modern Landfill will build on our current efforts by developing our initial Accessibility Plan as required under the Accessibility Canada Act. The accessibility Plan will guide our organization in meeting our accessibility commitments and building an accessibility–confident culture.

Feedback Process

Modern Landfill welcomes feedback on our Accessibility Plan from the public, employees, and stakeholders. This feedback is valuable as it helps us break down accessibility barriers and build our commitment to accessibility and inclusion.

If you have an inquiry or feedback, please use one of the following methods of contact below. A Modern representative will respond to questions and comments in a timely manner. If you require support while providing feedback, let us know, and we will do our best to accommodate your needs.

Contact:	HR Department
Mailing Address:	2025 Fruitbelt Parkway, Niagara Falls, Ontario L2J 0A5
Email:	hr@modern-corp.com
Telephone:	(905) 262-6000
Website:	https://moderncorporation.com

Statement of Commitment

At Modern Landfill, we are committed to making our organization accessible to all, including persons with disabilities. All Canadians have the right to benefit from our services equally and those who work with us have a right to perform their jobs free of barriers.

Reporting Our Plan

As required by the Accessible Canada Act, Modern Landfill will publish a status report every year that measures our progress against our commitments. Progress reports and updates to our Accessibility Plan will be shaped by consultation with persons with disabilities.

EMPLOYMENT

Barrier: No central point of contact for all questions and requests related to accessibility.

Action: Establish a central point of contact for all questions and requests related to accessibility.

Barrier: No employment policy that adequately reflects the need to include persons with disabilities in our hiring practices.

Action: Develop an employment policy that includes persons with disabilities and the need to accommodate them when hired.

Barrier: Employees and managers are not currently trained in identifying or addressing accessibility barriers, leading to potential oversights in accommodating employees with disabilities.

Action: Develop and implement a mandatory accessibility training program focusing on identifying and removing barriers for persons with disabilities. Ensure participation from all managers, supervisors, and employees. Conduct post-training evaluations to measure awareness and effectiveness.

BUILT ENVIRONMENT

Barrier: Some spaces within the office and truck yard may limit the mobility of employees and visitors with disabilities.

Action:

- Automate door openers in company pathways where possible
- Build ramps where possible to allow access to the office.
- Establish an advisory committee of internal stakeholders to provide feedback on additional design changes needed to the built environment.

Barrier: Washrooms may not accommodate persons in wheelchairs.

Action: Investigate the possibility of widening doors. If that is not possible, look into installing wheelchair-accessible washrooms elsewhere near the existing building.

Barrier: A fire safety plan and evacuation plan may not reflect the evacuation of persons with disabilities.

Actions: Update existing plans to reflect the needs of persons with disabilities.

Barrier: Accessible parking spaces may not clearly be marked with the International Symbol of Accessibility.

Action: Properly identify Accessible parking spaces when needed.

Modern will conduct regular consultations with employees with disabilities to evaluate whether the updated built environment meets their needs and adjust actions based on ongoing feedback.

INFORMATION AND COMMUNICATION AND TECHNOLOGIES (ICT)

Barrier: Digital tools, platforms and software

Action: Create awareness of existing accessibility tools and technologies

Barrier: External websites and intranet

Action: Review all internal and external web pages related to Modern Landfill to ensure accessibility standards are met and update if required.

COMMUNICATION OTHER THAN ICT

Barrier: The company does not have a consistent process to ensure alternate formats of communication that are issued to employees and other stakeholders are available and provided in a timely manner

Action: Identify service providers and develop contracts and agreements to produce alternate communication formats where appropriate and needed.

PROCUREMENT OF GOODS, SERVICES AND FACILITIES

Barrier: Modern Landfill's procurement procedures and practices do not consider accessibility requirements.

Action:

- Update the procurement procedures to include accessibility checks when buying goods and services.
- Include accessibility considerations into procurement templates (requests for proposals) to inform the selection of external vendors, products, and services and confirm that they will abide by the requirements of the Accessible Canada Act.

DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

Barrier: There is no standard approach for ensuring all programs, processes, and services have taken accessibility into account.

Action:

- Develop and promote guidelines on how to apply the accessibility lens when reviewing company policies, programs, and services.
- Create an accessibility Checklist to help ensure key accessibility considerations are considered.
- Provide training on the Accessible Canada Act for those whose role is to develop programs, processes, and procedures.

TRANSPORTATION

Modern Landfill does not coordinate a transportation system, or a fleet of vehicles as defined in the Accessible Canada Act. This means the standards for transportation are not in the scope of this plan.

NOTE: Transportation for this purpose refers to the transportation of people, not goods (for example, buses and airplanes).

CONSULTATIONS

To align with Modern Landfill’s commitment to making our workplace environment accessible to all, we have developed our Accessibility Plan in consultation with our employees, including those with disabilities, our stakeholders, and various organizations.

We gathered feedback and input from our team leaders and external organizations in several ways.

- One-on-one meetings with various members of the public with disabilities so they could share their feedback.
- We engaged with external organizations supporting persons with disabilities to understand and seek recommendations for improving accessibility to the Company’s building space and yards and our programs, procedures, and services. Organizations we consulted include:
 - CNIB
 - Canadian Association for the Deaf
 - Council of Canadians with Disabilities
 - Multiple Sclerosis Society of Canada

We will continue to survey employees, including those with disabilities, and conduct ongoing consultations with various organizations to measure our progress and ensure that we achieve the goals outlined in our Accessibility Plan.

DEFINITIONS

Accessibility: Refers to the needs of persons with disabilities being intentionally and thoughtfully considered when products, services, and facilities are built or modified so they can be used and enjoyed by persons of all abilities.

Barrier: The Accessible Canada Act defines a barrier as “anything – including physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice – that hinders the full and equal participation in society of persons with an impairment, including physical,

mental, intellectual, cognitive, learning, communication or sensory impairment or functional limitation”

Disability: The Accessible Canada Act defines disability as “any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment – or functional limitation – whether permanent, temporary or episodic in nature, or evident or not, that, interaction with a barrier, hinders a person’s full and equal participation in society.”