

2025 Fruitbelt Parkway,
Niagara Falls, ON L2J 0A5

MODERN LANDFILL ACCESSIBILITY PLAN

2026 - 2029



The **Curotto-Can**
The Future of Automated Collection

MODERN
Landfill Inc. 

INTRODUCTION

Modern Landfill is committed to building a culture of inclusivity and accessibility in compliance with the Accessible Canada Act (ACA). This plan outlines our strategy to proactively identify, remove, and prevent barriers for persons with disabilities across all areas of our operations from 2026 to 2029. We will continue to build on the progress outlined in our initial plan and remain dedicated to creating a barrier-free Canada through ongoing consultation, evaluation, and action.

STATEMENT OF COMMITMENT

Modern Landfill is dedicated to ensuring that all aspects of our operations—employment, built environment, information and communication technologies, procurement, programs, and services—are accessible to persons with disabilities. We recognize accessibility as a fundamental human right and a cornerstone of our organizational culture and values.

FEEDBACK PROCESS

Modern Landfill welcomes feedback on this plan from the public, employees, and stakeholders. Feedback is essential to improving our accessibility efforts. You may provide feedback through the following channels:

- Contact: HR Department – Accessibility Office
- Mailing Address: 2025 Fruitbelt Parkway, Niagara Falls, ON L2J 0A5
- Email: hr@modern-corp.com
- Telephone: (905) 262-6000
- Website: <https://ModernCorporation.com/Accessibility>

All feedback will be acknowledged within 5 business days and addressed in subsequent progress reports.

REPORTING OUR PROGRESS

As required by the ACA, Modern Landfill will:

- Publish an annual progress report each year, beginning in 2027.
- Measure progress against the actions outlined in this plan.
- Adjust the plan based on feedback, consultation, and evolving best practices.

NOTE ON TIMELINES

While Modern Landfill is committed to achieving all actions outlined in this plan, we recognize that implementation timelines may require adjustment based on resource availability, operational requirements, and consultation feedback. Any significant timeline changes will be documented and explained in our annual progress reports.

AREA OF FOCUS, BARRIERS, AND ACTIONS

Employment

- **Goal: Ensure equitable recruitment, retention, accommodation, and career advancement for employees with disabilities.**

- **Identified Barriers:**

1. Hiring and promotion data for persons with disabilities is not systematically tracked.
2. Managers require additional training on accommodation processes and disability inclusion.
3. Career development systems may contain unintended accessibility barriers.

- **Actions:**

- Begin implementing enhanced tracking mechanisms for hiring and retention of persons with disabilities in 2027, with full implementation targeted by early 2028.
- Develop and deliver advanced accommodation training for all managers, with rollout planned throughout the 2026–2027 period.
- Review and revise performance management and career development tools to ensure accessibility, with updates implemented by the end of 2027.

BUILT ENVIRONMENT

- **Goal: Ensure all physical spaces are fully accessible and safely navigable.**

- **Identified Barriers:**

1. Washrooms may not be able to be renovated due to structural constraints.
2. Lack of tactile and audible signage for visitors and employees with visual or hearing impairments.
3. Insufficient training for assisting persons with disabilities.

- **Actions:**

- Access washroom renovation feasibility in Q2 2027. If full renovation is not possible identify and implement other measures such as:
- Installing temporary or portable accessible washroom units in accessible locations. Completion by end of Q4 2027 if feasible.
- Plan and install tactile and audible signage systems, beginning in 2027 and continuing through 2028 as feasible.
- Review and update emergency evacuation plans annually, beginning in 2027.

INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

- **Goal: Ensure all digital tools and content are accessible.**

- **Identified Barriers:**

1. Internal platforms are not fully compatible with assistive technologies.
2. The IT department must lead improvements to digital accessibility systems and tools.
3. Employees require training on existing and new accessible IT features.

- **Actions:**

- IT Department to develop and implement an ICT Accessibility Improvement plan.
- IT to conduct an accessibility audit in 2027 and develop a remediation plan by Q1 2028.
- Updating or replacing non-compliant software and platforms where required.

COMMUNICATION (OTHER THAN ICT)

- **Goal: Ensure information is available in accessible formats in a timely manner.**

- **Identified Barriers:**

1. Front-line staff are not trained to process requests for alternate formats.
2. Public and safety documents are not routinely available in multiple formats.

- **Actions:**

- Finalize contracts with certified providers for accessible formats in 2027.
- Develop and publish a public-facing protocol for requesting alternate formats in 2027.
- Train all front-line and customer-facing staff on the protocol, with training to be delivered in 2026 and refreshed in 2027.
- Begin proactively producing key safety and public notices in at least two accessible formats, starting in 2027.

PROCUREMENT OF GOODS, SERVICES, AND FACILITIES

- **Goal: Integrate accessibility into all procurement decisions.**

- **Identified Barriers:**

1. Accessibility criteria are not consistently evaluated in vendor selection.
2. No process exists to review purchased goods/services for ongoing accessibility.

- **Actions:**

- Update all procurement templates and RFPs to include mandatory accessibility criteria in 2027.
- Train procurement staff on accessibility standards and evaluation, with training initiated in 2026.
- Launch a vendor accessibility recognition program, with development beginning in 2027 and launch targeted for Q1 of 2028.
- Begin conducting post-purchase accessibility reviews for high-value procurements in 2027, with a formal process in place by 2028.

DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

- **Goal: Embed accessibility into all organizational processes.**

- **Identified Barriers:**

1. New programs/services are sometimes launched without a final accessibility review.
2. Employees lack clarity on how to apply an “accessibility lens.”

- **Actions:**

- Finalize and distribute the Modern Landfill Accessibility Checklist to all departments in 2027.
- Integrate the checklist into the company’s project management software, with implementation beginning in 2027.
- Deliver “Accessibility by Design” training to all project managers and program leads, with sessions scheduled throughout 2027–2028.
- Require checklist completion and sign-off before any new program or service launch, effective 2027.

TRANSPORTATION

- Note: Modern Landfill does not operate a transportation system for people as defined under the ACA.

CONSULTATIONS

We will continue to engage persons with disabilities, employees, and stakeholders through:

- Internal consultation with various groups through group meeting and internal surveys.
- Ongoing partnerships with external organizations including CNIB, Canadian Association for the Deaf, and the Council of Canadians with Disabilities.

DEFINITIONS

As defined in the Accessible Canada Act:

- Accessibility: The design of products, services, and environments to be usable by all people.
- Barrier: Anything that hinders the full and equal participation in society of persons with disabilities.
- Disability: Any impairment that, in interaction with a barrier, hinders a person’s full and equal participation in society.

APPROVAL

This plan has been developed in consultation with persons with disabilities and relevant stakeholders and is approved by Modern Landfill's Executive Leadership Team.

Date of Publication: June 2026

