

Accessibilty Plan: Multi-Year Strategy and Annual Status

UE Enclosures is committed to providing accessible customer service and ensuring that all individuals are treated with dignity, independence, integration, and equal opportunity. We are committed to meeting the accessibility needs of persons with disabilities in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and its associated standards.

UE Enclosures will identify, remove, and prevent barriers to accessibility and will provide goods and services in a manner that respects the dignity and independence of all customers.

This Multi-Year Accessibility Plan outlines the actions UE Enclosures will take to improve opportunities for persons with disabilities and to meet its obligations under the AODA.

General Requirements

	Timeline	Progress to Date (Annual Status)	Actions
Accessibility Policies	Ongoing	UE Enclosures has established accessibility policies that support compliance with the AODA and Integrated Accessibility Standards Regulation (IASR).	- Review accessibility policies regularly. - Update policies as legislative requirements change. - Make accessibility policies available upon request in accessible formats.
Accessibility Training	Ongoing	Accessibility training is provided to all employees during onboarding. In 2026, all employees were trained during a refresher course.	- Provide accessibility training to new employees during orientation. - Provide refresher training when policies or legislative requirements change. - Maintain records of training completion.

Information and Communications Standards

	Timeline	Progress to Date (Annual Status)	Actions
Accessible Communication	Ongoing	UE Enclosures responds to requests for accessible formats and communication supports.	- Continue providing accessible formats and communication supports upon request and in a timely manner. - Consult with the individual requesting accommodation to determine appropriate supports. - Inform employees and the public that accessible formats are available upon request.
Website Accessibility	Ongoing	UE Enclosures maintains a website that provides information regarding its products and services.	- Monitor website content to support accessibility requirements applicable under the AODA. - Consider accessibility when developing or updating web content.

Employment Standards

	Timeline	Progress to Date (Annual Status)	Actions
Recruitment and Hiring	Ongoing	Accommodation is available throughout the recruitment and selection process.	- Maintain a hiring process free from discrimination - Notify applicants that accommodations are available upon request. - Consult with applicants requesting accommodation and provide suitable accommodations where appropriate.
Employee Supports	Ongoing	Employees are informed of workplace accommodation policies.	- Continue to inform employees of accessibility policies and accommodation processes. - Notify new employees of available supports during orientation.
Return-to-Work Process	Ongoing	UE Enclosures maintains a documented return-to-work process for employees who have been absent due to disability and require disability-related accommodations.	- Continue to provide individualized return-to-work support and accommodation where appropriate.

Customer Service Standards

	Timeline	Progress to Date (Annual Status)	Actions
Accessible Customer Service	Ongoing	UE Enclosures maintains an Accessible Customer Service Policy.	- Continue to provide accessible customer service. - Welcome assistive devices, service animals, and support persons where permitted. - Provide notice of temporary disruptions affecting accessibility. - Receive and respond to customer accessibility feedback.

Monitoring and Review

This Multi-Year Accessibility Plan will be reviewed at least once every five years and updated as required to reflect changes in legislation, organizational practices, or accessibility initiatives.

The plan will be made available to the public and provided in accessible formats upon request.