

# CAS Interiors Inc.'s Multi-Year Accessibility Plan

This accessibility plan outlines the strategy of CAS Interiors Inc. to prevent and remove barriers for people with disabilities and comply with the requirements of the *Integrated Accessibility Standards Regulation* under the *Accessibility for Ontarians with Disabilities Act, 2005*.

CAS Interiors Inc. (CAS) is committed to providing an accessible environment for all clients, employees, job applicants, suppliers, and visitors who may enter our premises, access our information, or use our services. As an organization, we respect and comply with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. We strive to provide an accessible and welcoming environment for everyone by identifying and removing barriers in our workplace and ensuring that new barriers are not created. CAS ensures that persons with disabilities are provided with equal opportunities and is committed to meeting the needs of individuals with disabilities in a timely and integrative manner that respects their dignity and independence.

If you have any questions or concerns about this plan or its initiatives, or if you want to receive a copy of the plan in a different accessible format, please contact HR at [info@casinteriors.com](mailto:info@casinteriors.com)

CAS has completed the following initiatives to prevent and remove barriers and comply with the *Integrated Accessibility Standards Regulation*:

## General

- Maintain policies governing how we achieve accessibility through meeting requirements as per O. Reg. 191/11, s. 3 (1)
- Review and update the multi-year accessibility plan once every five years as per O. Reg. 191/11, s 4 (1)
- Provide training on the AODA Integrated Accessibility Standards Regulation and Human Rights Code as it pertains to people with disabilities to all employees within their first week of employment as per O. Reg. 191/11, s. 7 (1)
- Any material required is adapted to accommodate the needs of colleagues in an accessible format.

## Information and communications

- Ensure all colleagues are aware of the process for receiving and responding to feedback from persons with disabilities by providing or arranging for the provision of accessible formats and communication supports, upon request per O. Reg. 191/11, s. 11 (1)
- Ensure internet websites and web content conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, at Level AA per O. Reg. 191/11, s. 14 (1)



## Employment

- Ensure that a workplace emergency response plan is created for all colleagues who require one and will review any changes per O. Reg. 191/11, s. 27 (1)

## Design of Public Spaces

- Our Mississauga Office completed an office fit-out in 2024 where we met all accessibility standards for the accessible parts of the office and will continue to maintain per O. Reg. 80.1
- Ensure we post signage sharing details of temporary access for all accessible elements in public spaces while not in working order o. Reg. 413/12, s. 6

This plan will be reviewed every 5 years.

For more information on our accessibility plan or to receive this plan in an alternative format, please contact us at:

By Email: [info@casinteriors.com](mailto:info@casinteriors.com)

By Telephone: 905-602-0692 and ask for HR

By Mail: CAS Interiors Inc. - 2105 Matheson Blvd E, Unit 200, Mississauga, ON, L4W 0G2

