

**Molded Precision Components
Accessibility for Ontarians
Multi-Year Accessibility Plan
2014-2019**

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Molded Precision Component's commitment to an accessible environment

Molded Precision Components (MPC) is committed to meeting its current and ongoing obligations under the Ontario Human Rights Code respecting non-discrimination.

MPC understands that obligations under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and its accessibility standards do not substitute or limit its obligations under the Ontario Human Rights Code or obligations to people with disabilities under any other law.

MPC is committed to complying with both the Ontario Human Rights Code and the AODA.

MPC is committed to excellence in serving all customers including people with disabilities.

Our accessible customer service policies are consistent with the principles of independence, dignity, integration and equality of opportunity for people with disabilities.

Accessibility plan

Molded Precision Components is dedicated to ensuring that policies and strategies are in place to guarantee accessibility for employees, customers, volunteers and visitors. Our plan will be reviewed every year to ensure we are keeping up with expectations and government regulations. Molded Precision Components Multi-Year Accessibility Plan will be posted on our website.

<http://www.mpccomponents.com>

MULTI-YEAR PLAN

Requirement	Action	Status	Compliance deadline
Workplace Emergency Response Information	Inform employees by mail or letter that accommodations can be made for anyone who needs assistant during an emergency situation.	In progress	January 1, 2012
Employee emergency information worksheet	Create and provide an employee emergency information worksheet to help identify the appropriate accommodations for each individual.	In progress	January 1, 2012
Employee emergency response information	Create a template that will provide emergency response actions to take for individuals needing assistance	In progress	January 1, 2012
Inform customers and employees about Molded Precision Components accessibility policies	Send out email and mail notices of new policy to current employees and customers of MPC. Post notice on the workplace bulletin boards.	In progress	January 1, 2014
Accessibility policies and Multi-Year Plan	Develop accessibility policies for customers, employees, visitors and volunteers that comply with ISAR/AODA guidelines.	Complete	January 1, 2014
Make Multi-Year plan available to public	Post multi-year plan on website in an accessible format.	In progress	January 1, 2014
Train staff on Ontario's accessibility laws	Add training to health and safety orientation and train all new and returning employees including temps, part time and contract employees	COMPLETE	January 1, 2015
Accessible alternatives for providing feedback	Provide a variety of options for feedback such as email, postal delivery, phone number, toll free phone number and feedback worksheet in accessible format.	In progress	January 1, 2015
Make public information accessible when asked	Provide notice on MPC's website that states public information can be made accessible upon request.	In progress	January 1, 2016
Make Molded Precision Components	Create a plan and policy that provides accessibility for how to hire, retain and provide career development.	In progress	January 1, 2016

employment practices accessible			
Process for individuals who need accommodation plans/ return to work plans	Create a worksheet that assists in the development of accommodation plans/ return to work plans for individuals who are returning to work and/or who need special accommodations to suit their needs to do their job accordingly.	In progress	January 1, 2016
File an accessibility compliance report	Create and file through https://www.ontario.ca/page/completing-your-accessibility-compliance-report#section-1	In progress	December 31, 2017
Make new website design accessible	Follow WCAG 2.0 guidelines and ensure its accessibility is in working condition.	In progress	January 1, 2018
Review accessibility plan	Create a plan to review Molded Precision Components accessibility policies every year to ensure correct guidelines are being followed.	Ongoing	January 1, 2019

Contact information

MOLDED PRECISION COMPONENTS is committed to provide an accessible work environment to all employees and customers. Any questions, inquiries, complaints in regards to this Multi-Year Accessibility Plan should be referred to:

Human Resources
Molded Precision Components
239 4th line south
Oro Medonte, ON L0L 2L0

By phone: **705-487-0244** Toll Free: **1-877-487-0244**

By email: **info@mpccomponents.com**