



Accessibility for Ontarians with Disabilities Act, 2005

Multi-Year Accessibility Plan Requirement

Message from the Company

Dynamic Tire Inc. is committed to preventing, identifying and removing any barriers that could impede the ability of people with disabilities to access care and services. This includes but is not limited to, access to facilities, communication of information, customer service, and employment.

Introduction

Dynamic Tire Inc. is a multinational company in the warehousing industry. Our mission is to ensure that every employee or independent contractor who provides goods or services to the public on behalf of the Company, and every person who participates in developing the Company's policies, practices and procedures governing the provision of goods and services to the public, shall receive training about the provision of its goods or services to persons with disabilities.

Dynamic Tire Inc. will use every reasonable effort to ensure that its policies, practices, and procedures are consistent with the following principles:

- 1 General Requirements
 - a) Accessible Emergency Information
 - b) Accessibility Policies and Plans
 - c) Training
2. Customer Service Standard
3. Information and Communications Standard
4. Employment Standard
5. Design of Public Spaces

Dynamic Tire Inc. is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act, 2005. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.



AODA Multi-Year Accessibility Plan

Introduction

Dynamic Tire Inc. is a multinational company in the warehousing industry. Our mission is to ensure that every employee or independent contractor who provides goods or services to the public on behalf of the Company, and every person who participates in developing the Company's policies, practices and procedures governing the provision of goods and services to the public, shall receive training about the provision of its goods or services to persons with disabilities.

Dynamic Tire Inc. will use every reasonable effort to ensure that its policies, practices, and procedures are consistent with the following principles:

- That goods or services must be provided in a manner that respects the dignity and independence of persons with disabilities.
- That the provision of goods or services to persons with disabilities and others must be integrated unless an alternate measure is necessary, whether temporarily or on a permanent basis, to enable a person with a disability to obtain, use or benefit from the goods or services.
- That persons with disabilities must be given an opportunity equal to that is given to others to obtain, use and benefit from the goods or services.
- When communicating with a person with a disability, all employees shall do so in a manner that takes into account the person's disability.
- Every effort will be made by employees to accommodate and assist a person with a disability in the use of any form of assistive device or service, including the use of service animals and support persons, so that the person will be able to obtain, use or benefit from the Company's goods or services.
- Every effort will be made by the Company to ensure that employees with disabilities are accommodated, up to the point of undue hardship, to ensure their safety and that they have equal opportunities as other employees.

Standards of Accessibility under AODA

General Requirements

a) Accessible Emergency Information

Dynamic Tire Inc. is committed to providing clients with available plans or public safety information in an accessible way upon request.

b) Accessible Policies and Plans

Dynamic Tire Inc. has developed a multi-year plan that outlines strategies and identifies, prevents and removes barriers for people with disabilities.

Policy Reviews are done annually within the organization.



c) Training

Dynamic Tire Inc. provides training to all employees. Training is done in a way that suits the duties and needs of the employees, this includes third party LMS training, policies, and procedures.

As a part of our commitment, we are committed to provide training which includes:

- How to interact and communicate with persons with various types of disability.
- How to interact with persons with disabilities who use an assistive device or require the assistance of a guide dog or other service animal or the assistance of a support person.
- How to use equipment or devices available on the Company's premises or otherwise provided by the Company that may help with the provision of goods or services to a person with a disability.
- What to do if a person with a particular type of disability is having difficulty accessing the Company's goods or services

Dynamic Tire Inc. is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

At Dynamic Tire Inc. we provide training through an online portal as well as through written policies and procedures. As a Company we are committed to review and refresh our training annual for all our employees and contractors.

In the Company's best effort to prevent and or remove barriers, we are committed to provide our employees with online AODA training that is reviewed annually.

Customer Service Standard

In order to ensure that Dynamic Tire Inc. is receiving and responding to feedback from the public about the manner in which it provides goods and services to persons with disabilities, the public is encouraged to contact the Company by telephone, In person, or by email. All responses will include acknowledgment and compliance timeline if required.

The company is committed to use reasonable efforts to ensure that its policies, practices and procedures are consistent with the following company standards.

- Goods and services are provided in a way that respects the independence of persons with disability
- Persons with disabilities may use assistive devices and or support persons within our facility
- Persons with disability and their service animals are accommodated in all aspects of service.

Information and Communications Standard

Dynamic Tire is committed to meeting the communication needs of people with disabilities and its employees.

As a company we will review the following plans to ensure compliance is met with this standard.

- DTI website has been designed to be user friendly and accessible for people with a range of needs.



- Provide the Accessibility Standard online training that includes information and communication standards is provided to all staff.
- Provide a feedback process in alternative formats. These processes have been communicated and are available on our website.

Employment Standard

Dynamic Tire is committed to inclusive and accessible employment practices that attract and retain individuals with disabilities. As a company we have taken the following steps to notify its employees and the public its accommodating methods with disabilities throughout the recruitment and onboarding process.

The company will review the following elements on an annual basis.

- Needs of employees with disabilities, as well as any accommodation plans.
- Review of accessibility needs of employees with disabilities and individual accommodation plans being considered when providing career development and advancement opportunities.
- Review that all hiring modules and standards meet with requirements set forth for employees with disabilities.

Design of Public Spaces

Dynamic Tire is committed to meeting the accessibility requirements with our designs for public spaces. The Company has provided plenty of marked and visible parking for persons with disabilities along with ramps and signage. From time to time, facilities used by persons with a disability to access to the Company may not be available for utilization. Examples may include, but are not limited to, a closed entrance, wheelchair ramp, accessible washrooms and or parking. In the event of a service disruption, we will notify the employees and the public of the date, times of disruption along with alternatives available.

Company Commitment

1. The plan covers and changes from 2022-2026
2. The company will review and reassess within 5 years
3. The company is committed to providing this plan in alternative formats upon request.

Contact Details

For more information on this accessibility plan, please contact

Dynamic Tire Inc.
Human Resources Department
211 Hunter's Valley Rd
Woodbridge, ON
Phone: 905 595 5558
Email: hr@dynamictire.com