



Clover Leaf Seafoods Corp.

AODA Multi-Year Accessibility Plan- Ontario

2024-2029

OUR ACCESSIBILITY COMMITMENT

Clover Leaf Seafood Corp (Canada) is committed to providing an accessible and inclusive environment for all individuals as set out in the Accessibility for Ontarians with Disabilities Act, 2005 ('AODA').

Clover Leaf Seafoods Corp will take steps to ensure it treats anyone with a disability in a manner that respects their dignity and independence. Clover Leaf Seafoods Corp Canada will make every reasonable effort to ensure that its policies, practices, and procedures respecting accessibility will be consistent with the principles of independence, dignity, integration, and equality of opportunity, as set out in the AODA.

AVAILABILITY OF DOCUMENTS

Copies of Clover Leaf Seafoods Corp Canada's policies developed and implemented to meet the requirements of AODA are available upon request. If required to provide a copy of our policies to a person with a disability, Clover Leaf Seafoods Corp Canada will provide the person with the policies or the information contained in the policies in an accessible format that takes the person's disability into account, and as agreed upon by Clover Leaf Seafoods Corp Canada and such person.

MULTI-YEAR ACCESSIBILITY PLAN

This Multi-Year Accessibility Plan ('Plan') outlines Clover Leaf Seafoods Corp Canada's compliance with AODA, its strategy to prevent and remove barriers to address the current and future requirements set out under the Integrated Accessibility Standards Regulation made under AODA, and how Clover Leaf Seafoods Corp Canada will meet the AODA accessibility standards. Clover Leaf Seafoods Corp Canada is committed to fulfilling its requirements under AODA and making its workplace, premises, and services accessible to all Ontarians up to the point of undue hardship.

GENERAL

Clover Leaf Seafoods Corp Canada complies with the General Standards of the IASR and will continue to comply with the regulation.

CLOVER LEAF SEAFOODS CORP CANADA ACHIEVES THIS THROUGH:

- Reviewing and updating our policies regularly to ensure high-quality, accessible customer service.
- Reviewing and updating our Accessibility Plan every five years.



- Providing training for our staff on how to interact appropriately with people with disabilities.
- Provide information using accessible formats and communication supports upon request promptly.

OUR RECENT ACCOMPLISHMENTS:

- Updated our Accessibility Policy in 2024.
- Updated our Accessibility Plan for 2024.
- In 2024, Clover Leaf Seafoods Corp Canada launched the retraining of all our employees in Ontario on the accessibility standards and the Human Rights Code as it pertains to persons with disabilities.
- Train all new employees in Ontario in the accessibility standards and the Human Rights Code as it pertains to people with disabilities.

ACTION PLAN:

Complete the retraining of all Ontario employees on the accessibility standards and the Human Rights Code as it pertains to persons with disabilities by December 31, 2024.

INFORMATION AND COMMUNICATIONS STANDARD

Clover Leaf Seafoods Corp Canada is committed to making company information and communications accessible to persons with disabilities.

CLOVER LEAF SEAFOODS CORP CANADA ACHIEVES THIS THROUGH:

- Inviting and welcoming feedback from individuals on how effectively we accommodate people with disabilities in providing our goods and services.
- Ensuring that emergency information, procedures, plans, and public safety information are available to the public are available in alternate formats upon request.
- Notifying the public about the availability of accessible formats and communication supports.
- Working towards meeting Web Content Accessibility Guidelines (WCAG) Level 2.0 AA.
- Working towards ensuring web content published on Clover Leaf Seafoods Corp Canada's websites is in an accessible format whenever possible.

OUR ACCOMPLISHMENTS:

- Reviewing and responding to customer feedback promptly and taking appropriate action.
- When requested, provide information and communication in an accessible manner about our goods, services, or facilities to people with disabilities, by responding promptly.
- Updated internet websites and web content to conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.1, Level AA.



ACTION PLAN:

Clover Leaf Seafoods Corp Canada's food service website will meet WGAG 2.1 AA by the December 31, 2024.

EMPLOYMENT STANDARD

Clover Leaf Seafoods Corp Canada is committed to fair and accessible employment practices that attract and retain employees with disabilities. This includes providing accessibility across all stages of the employment cycle.

CLOVER LEAF SEAFOODS CORP CANADA ACHIEVES THIS THROUGH:

- Regular review of Human Resources policies, practices, and procedures to ensure accessibility to people with disabilities throughout the employment process, including recruitment, retention, career development and return to work.
- Notifying successful applicants of our policies for accommodating employees with disabilities.
- Informing employees of our policies for supporting employees with disabilities, including providing employment-related accommodation for disabilities.
- Consult employees with disabilities to provide them with the accessible formats and communication support they require to do their jobs effectively and informed of information that is available to all employees in the workplace.
- Develop written individual accommodation plans for employees with disabilities as required.
- Have a documented process for supporting employees who return to work after being away for reasons related to their disabilities.
- Consider the accessibility needs of employees with disabilities during the performance management process.
- When providing career development and advancement opportunities, consider the accessibility needs of our employees who have disabilities.
- Redeployment processes will consider the accessibility needs of employees with disabilities when moving to other positions so that employees can continue to have their accommodation needs met.

OUR ACCOMPLISHMENTS:

- Review and update our Emergency Action Plan process regularly for employees who have a disability and require assistance in evacuating the building in an emergency.
- Updated the Clover Leaf Seafoods Corp Canada Accommodation Policy in 2024.
- Have a process in place to create individual accommodation plans for employees with disabilities once they have made their needs known.

TRANSPORTATION STANDARD

Clover Leaf Seafoods Corp Canada does not have specific requirements under this standard.



DESIGN OF PUBLIC SPACES

Clover Leaf Seafoods Corp Canada is committed to providing accessible spaces for customers and employees. By complying with applicable legislation and building codes.

REVIEW PROCESS:

Clover Leaf Seafoods Corp Canada will continue to meet legislative and regulatory requirements, including updates to this accessibility plan and submitting compliance reports to the appropriate regulators as applicable.

CONTACT DETAILS:

Clover Leaf Seafoods Corp Canada welcomes feedback as it will help us identify barriers and respond to concerns. To provide feedback or for more information on this accessibility plan, please contact Human Resources:

CANADIAN MAILING ADDRESS:

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Accessible formats of this document will be available free upon request.