

## Multi-Year Accessibility Plan

### Intent

The following plan describes how Pure Industrial intends to meet its obligations set forth in the Integrated Accessibility Standards Regulation (IASR) under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA). This plan outlines and identifies the policies, processes, and plans the company currently has in place, is in the process of developing or implementing, or intends to develop or implement in response to the requirements established by the Integrated Accessibility Standards Regulation (IASR). The plan will be posted on the company website and will be reviewed and updated at a minimum once every five years. Upon request, the plan will be provided in an accessible format.

### Statement of Commitment

Pure Industrial is committed to providing people with disabilities the opportunity to access our business and services in the same locations and in a similar manner as others. We strive to provide equal access and participation for all stakeholders, including our tenants, employees, job applicants, suppliers, and any visitors who may enter our premises, in a way that respects their independence and dignity. We are doing so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (AODA).

Pure Industrial endeavors to provide a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. We will review these policies and practices annually, as organizational changes occur, or in anticipation of compliance deadlines.

Providing an accessible and barrier-free environment is a collective effort, and we are committed as an organization to working with the necessary parties to make accessibility for all a reality. In addition, we are committed to meeting the needs of individuals with disabilities in a timely and effective manner.

For more detailed information on our accessibility policies, plans, and training programs, please contact [accessibility@pureindustrial.ca](mailto:accessibility@pureindustrial.ca).

## Multi-Year Accessibility Plan

This plan is in effect from 2023 to 2028.

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 [accessibility@pureindustrial.ca](mailto:accessibility@pureindustrial.ca)

## Completed Initiatives

As of December 31, 2023, Pure Industrial has completed the following initiatives to prevent and remove barriers and comply with the Integrated Accessibility Standards Regulation (IASR):

### General

- Develop and implement company-specific accessibility policies; and
- Create and make public a Multi-Year Accessibility Plan which includes a Statement of Commitment.

### Information and Communication Standards

- Ensure website and web content conforms to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, level A; and
- Establishment of a process for receiving and addressing feedback from our employees, and members of the public who have a disability; and
- Notify the public of the availability of accessible formats and communication supports.

### Employment Standards

- Develop and implement a written process for the development of documented individual accommodation plans for employees with disabilities; and
- Communicate the company's policy on accommodating employees with disabilities to all employees and stakeholders; and
- Create a process to develop accommodation plans and return-to-work plans for employees who have been absent from work due to a disability and who require disability-related accommodations in order to return to work.

### Customer Service Standards

- Provide training to all employees, including contract, on applicable IASR requirements and the organization's responsibilities under the Ontario Human Rights Code (as it pertains to persons with disabilities); and
- Develop and make public a process for receiving and responding to feedback from customers with disabilities.

### **New and Ongoing Initiatives**

Pure Industrial plans to take or is in the process of completing the following initiatives to prevent and remove barriers and comply with the Integrated Accessibility Standards Regulation:

### General

- This Multi-Year Accessibility Plan will be reviewed and updated at least every five years, the current plan will be reviewed, and updated as appropriate, no later than December 31, 2028.

### Information and Communication Standards

- On a continuing and ongoing basis, all requests for information in accessible formats will be reviewed and addressed in a timely manner.

### Employment Standards

- As the need arises, Pure Industrial will create and implement individualized Workplace Emergency Response plans to assist employees with disabilities during an emergency; and
- On an ongoing basis, Pure Industrial will inform employees and prospective employees of the availability of accommodations for employees with disabilities and ensure that they have access to our Accommodation Policy.

#### Customer Service Standards

- On an ongoing basis, employees will complete training on applicable IASR requirements and the organization's responsibilities under the Ontario Human Rights Code (as it pertains to persons with disabilities) as they join the organization or as changes to legislation, procedures, policies, or practices occur; and
- A record of this training will be maintained and updated on an ongoing basis.