



Statement of Commitment and Accessibility Standards for Customer Service Policy

STATEMENT OF COMMITMENT

Western Inventory Service Ltd and CROSSMARK Canada, Inc (the “Company”) are committed to excellence in serving all our visitors, customers, clients, suppliers, job applicants and employees, including people with disabilities. The Company is committed to providing a barrier-free environment and ensuring that all individuals are treated in an equitable manner and in a way that respects their dignity and independence. This includes incorporating accessibility standards established under the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*, in all our employment and customer service policies and practices. We will strive to meet the needs of people with disabilities in a timely and effective manner.

SCOPE

This policy applies to all visitors, customers, clients, suppliers, job applicants and employees of Western Inventory Service Ltd and CROSSMARK Canada, Inc entitled to the protections set out in the AODA and its Regulations.

POLICY

Assistive Devices

The Company recognizes that some people with disabilities use assistive devices to access or benefit from the Company’s services. We will use our best efforts to accommodate all assistive devices. If necessary, the Company will use alternate methods to provide a service to people with disabilities in a manner that takes their disability into consideration. The Company will ensure that designated associates are trained and familiar with various assistive devices that may be used by people with disabilities while accessing our services.

Communication

We will communicate with people with disabilities in ways that take into account their disability.

Service Animals

The Company welcomes people with disabilities and their service animals. Certified service animals are allowed on the parts of our premises that are open to the public.

Support Persons

The Company recognizes that some individuals with disabilities rely on support persons for assistance while accessing services. An individual with a disability who is accompanied by a support person will be allowed to enter our premises together with the support person and will not be prevented from having access to the support person while on the premises.

When necessary to protect the health or safety of an individual with a disability, the Company may require an individual with a disability to be accompanied by a support person when on the premises.

Where the Company sponsors paid events, the fee for the support person will be waived. In order to preserve the individual's confidentiality, we will always ask permission to discuss confidential matters in front of the support person.

Notice of Temporary Disruption

The Company will make every effort to notify visitors with disabilities of any planned or unexpected disruption to services or facilities. This notice will include information on the reasons for the disruption, the expected length of the disruption and a description of alternative facilities or services, if available. Where practical, this information will be posted on the premises.

Training for Company Associates

The Company provides training to all its Ontario team members regarding the provision of excellent service to individuals with disabilities. The Company also commits to providing this training to all new members in Ontario within 90 days of their start date. Records of the training provided shall be maintained in accordance with the requirements of the AODA standards.

Feedback Process

The Company welcomes feedback from visitors with disabilities so that we can ensure we are meeting their needs. Those who wish to provide feedback can do so by:

For Western Inventory Service Ltd.:

Hard copy – forms are available at our WIS office location

In Writing to – WIS International., 5580 Explorer Drive, Suite 201, Mississauga ON L4W 4Y1 or by email to HRCanada@wisintl.com

Verbally (In Person) – At our office location: 5580 Explorer Drive, Suite 201, Mississauga ON L4W 4Y1

Verbally (By Phone) – 1-800-826-3250

For CROSSMARK Canada, Inc.:

Hard copy - forms are available at our CROSSMARK Canada, Inc office location

In Writing To – CROSSMARK Canada Inc., 5580 Explorer Drive, Suite 200, Mississauga ON L4W 4Y1 or by email to HRCanada@crossmark.com

Verbally (In Person) – At our office location: 5580 Explorer Drive, Suite 200, Mississauga ON L4W 4Y1

Verbally (By Phone) – 1-888-621-1142/905-366-6333

Any concerns will be addressed and responded to within 5 business days, where possible. In certain circumstances where specific action may be required to effectively address feedback, we will acknowledge that feedback has been received within five (5) business days and the Company will respond with a more specific response as soon as is feasible thereafter.

Modifications to this or other Policies

We are committed to developing client and customer service policies that respect and promote the dignity and independence of visitors with disabilities, and also ensure equal access to our services for all. Any Company policy that does not meet these criteria will be modified or removed. No changes shall be made to this policy without considering the impact on our visitors and customers with disabilities.

COMPLIANCE

The immediate Supervisor is responsible for ensuring their associates complete the AODA certification training within 90 days of hire. On-line training will be provided. Human Resources will provide Supervisors with a list of new associate names that have not completed training.

CONTACT

Our Accessibility policies are available by request for review in a number of formats. Should you wish to access these documents or if you have any questions regarding this policy, please contact Human Resources.

For WIS Western Inventory Service LTD:

Hard copy – policies and forms are available at our WIS office location

In Writing to – WIS International., Attn: Human Resources, 5580 Explorer Drive, Suite 201, Mississauga ON L4W 4Y1 or by email to HRCanada@wisintl.com

Verbally (In Person) – At our office location: 5580 Explorer Drive, Suite 201, Mississauga ON L4W 4Y1

Verbally (By Phone) – 1-800-826-3250

For CROSSMARK Canada Inc.:

Hard copy – policies and forms are available at our CROSSMARK Canada, Inc office location

In Writing To – CROSSMARK Canada Inc., Attn: Human Resources, 5580 Explorer Drive, Suite 200, Mississauga ON L4W 4Y1 or by Email to HRCanada@crossmark.com

Verbally (In Person) – At our office location: 5580 Explorer Drive, Suite 200, Mississauga ON L4W 4Y1

Verbally (By Phone) – 1-888-621-1142/905-366-6333

**Multi-Year Accessibility Plan for Western Inventory Service Ltd. and
CROSSMARK Canada, Inc.
as per Accessibility for Ontarians with Disabilities Act, 2005 (AODA)**

As per the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*, Western Inventory Service Ltd and CROSSMARK Canada, Inc (the “Company”) have prepared a Multi-Year Accessibility Plan, below, which outlines commitments the Company will action to meet the accessibility needs of persons with disabilities. The Company will strive to implement accessibility standards in all our policies and practices.

1.0 SELF-SERVICE KIOSKS

The Company will consider the needs of individuals with disabilities when designing, procuring, or acquiring self-service kiosks, except where it is not practicable to do so.

2.0 TRAINING

The Company will train all Ontario-based employees on serving customers with disabilities, and other training mandated through the *Accessibility for Ontarians with Disabilities Act, 2005*. The Company is committed to ensuring all necessary training remains current.

The Company will provide training to employees, volunteers and policy makers on applicable accessibility laws and on the *Human Rights Code as it relates to individuals with disabilities*.

3.0 INFORMATION AND COMMUNICATION

3.1 Feedback

The Company will ensure new and existing processes for receiving and responding to feedback are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communication supports, upon request.

3.2 Accessible Formats and Communication Supports

Upon request, the Company will provide or arrange for the provision of accessible formats and communication supports for persons with disabilities in a timely manner, by taking into account the person’s accessibility needs (what they require in order to read, see, hear or understand the information) and establish processes for ensuring alternate formats are available in a timely manner.

3.3 Accessible Websites and Web Content

The Company is committed to meeting the communication needs of persons with disabilities. When updating our website, www.wisintl.com and www.crossmark.ca, the Company will conform with Web Content Accessibility Guidelines (WCAG) 2.0, Level A and Level AA except where impracticable.

4.0 EMPLOYMENT

4.1 Recruitment Process

The Company is committed to equitable employment practices, and will accommodate persons with disabilities during the recruitment, assessment and hiring processes. The Company will review current recruitment policies, job descriptions, processes and communications and modify, as necessary, to meet regulations as per *Integrated Accessibility Standards*.

4.2 Informing Employees of Supports

The Company is committed to informing employees of its policies related to accessibility for those with disabilities, including during orientation. In response to an employee request, the Company will, in conjunction with the employee, provide or arrange for the provision of accessible formats and communication support for information that is required for the employee to perform his/her job, and access information that is generally available to employees in the workplace.

4.3 Workplace Emergency Response Information

The Company is committed to providing its customers with publicly available emergency information in an accessible format, upon request. Emergency procedure information is available to employees and visitors of Western Inventory Service Ltd and CROSSMARK Canada, Inc Home Office. Additionally, the Company provides employees with individualized emergency response plans, upon request.

4.4 Individual Accommodation Plans

The Company will develop, upon request, individual accommodation plans for employees. The Company will prepare a written process for the development and implementation of individual accommodation plans for associates with disabilities.

4.5 Return to Work

The Company will develop, or revise as required, individual accommodation plans for employees who are returning to work from a disability or with a disability. The Company will prepare and maintain a return-to-work process to support employees that require an accommodation to return to work following an absence from work due to a disability.

4.6 Performance Management, Career Development and Advancement, and Redeployment

The Company will take into account the accessibility needs of employees with disabilities when completing the performance management cycle, providing career development, or when engaging in employee redeployment.

5.0 DESIGN OF PUBLIC SPACES

The Company will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces, if ever applicable (including exterior paths of travel, parking, and service-related elements such as service counters and waiting areas).