

VDK Groups Multi-Year Accessibility Plan

VDK Group is strongly committed to contribute to a barrier-free Canada. The plan marks an important step in our work to identify, prevent and remove barriers for persons with disabilities. It is our guide to become a model of accessibility in the public service.

At the heart of our plan is the belief that accessibility is a human right and therefore, everyone's business. This means that we need a paradigm shift from focusing on the inability of an individual to engage with their environment to the need of environments to be inclusive of all abilities.

We expect all VDK Group managers and employees to commit to:

- Respecting this right for all our employees and non-employees
- Removing barriers to accessibility
- Taking a "Nothing Without Us" approach to involve colleagues and everyone with disabilities in everything we do
- Celebrating the contributions of persons with disabilities

Together, we can address the barriers to accessibility that are not only physical, but also systemic, cultural, and societal.

Each one of us shares a responsibility to embody the values and spirit of the plan. We must work together to create a respectful and inclusive culture at all levels. This means a department where everyone is empowered to achieve their full potential and supporting programs and services accessible to everyone.

Questions or concerns regarding VDK Group's Accessibility Policy and Multi-Year Plan are to be directed to the Human Resources Department or submitted via the company's AODA Feedback Process. We encourage any individual interested in providing feedback to do so by any of the following means.

IN PERSON	Our address is 773451 Oxford 59, Norwich, ON. Please drop off the attached form to our reception area. Hard copy of the feedback forms are also available at reception. For more information, ask to speak to the HR department.
IN WRITING	Please mail the feedback form to 773451 Oxford 59, Norwich, ON, N0J 1P0
TELEPHONE	519-424-2233 is our office phone number.
EMAIL	Please email the feedback form as an attachment to office@vdkgroup.com