



AN ALTA COMPANY

## **Accessibility for Ontarians with Disabilities (AODA)**

YIT, an Alta company (Yale Industrial Trucks Inc.), respects the dignity and independence of people with disabilities and provides them an equal opportunity to access, use, and benefit from our services and programs with the same quality and timeliness as others.

We acknowledge the unique differences of people with disabilities and treat them equally as we would anyone else.

### **The Company Is Committed To:**

Yale Industrial Trucks Inc (YIT, an Alta company) is committed to ensuring that individuals with disabilities have equal access to and participation in society. Our dedication is to serve individuals with disabilities in a manner that preserves their independence and dignity.

We support integration and are committed to promptly addressing the needs of people with disabilities. To comply with Ontario's accessibility laws, we will remove and prevent impediments to accessibility.

- **Dignity:** Treat employees, customer, visitors with disabilities with respect and dignity and not as an afterthought or force them to accept lesser service, quality, or convenience.
- **Independence:** Provide individuals with disabilities the opportunity to select a comfortable and secure method for work or accessibility that accommodates their specific requirements. Individuals with any disability will not be denied the opportunity to participate in a program, service, or event based on their disability.
- **Integration:** Our company is committed to ensuring that people with disabilities have equal access to services and can benefit from them in the same place and manner as everyone else. This indicates that policies, practices, and procedures will be created to be accessible to all individuals, including those with disabilities.
- **Equal Opportunity:** Equal opportunity will be provided to people with disabilities. We will ensure they are given the same chances, recruitment opportunity, options, benefits, and outcomes as everyone else.



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### **Communication**

Information's are available in accessible format and Communication support will be available upon request.

### **Accessibility Plan**

The company will provide a custom accessibility plan based on a case-by-case need, because of the nature of our business operation. However, adequate support will be available for those needing easy access to our business premises.