



MULTI-YEAR ACCESSIBILITY PLAN

Venngo is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario’s accessibility laws.

This 2024-2029 accessibility plan outlines the AODA policies and corresponding action plans that Venngo will put in place to improve opportunities for people with disabilities.

Accessible formats or communication supports are available upon request.

AODA Compliance Report	ACT Section and Description	Brief Description of ACT request	Actions	Status	Responsibility
1. Does your organization have written accessibility policies and a statement of commitment?	O. Reg. 191/11: s.3 INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Organizations must: <ul style="list-style-type: none"> develop, implement, and maintain an AODA policy, including a statement of commitment; make it available to the public; and provide in an accessible format. 	<ul style="list-style-type: none"> Establish accessibility policy and statement of commitment. Post on website. Provide in accessible format upon request. Review at least every three years. 	<ul style="list-style-type: none"> Compliant. Last reviewed – January 2024 	Human Resources
2. Has your organization established, implemented, and maintained a multi-year accessibility plan and posted it on your organization’s website?	O. Reg. 191/11: s4: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Organizations must: <ul style="list-style-type: none"> establish, implement, and maintain a multi-year accessibility plan; make it available to the public; provide in an accessible format upon request; and review and update at least once every five years. 	<ul style="list-style-type: none"> Establish, implement, maintain, and document a multi-year accessibility plan. Post on website. Provide in accessible format upon request. Review at least every five years. 	<ul style="list-style-type: none"> Compliant. Last reviewed – January 2024 	Human Resources
3. Does your organization provide appropriate training on the AODA Integrated Accessibility Standards Regulation and the Human Rights Code as it pertains to people with disabilities?	O. Reg. 191/11: s.7(2) INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Organizations must <ul style="list-style-type: none"> provide training (as soon as practicable and appropriate to the duties of the role) to employees, volunteers, individuals who participate in developing policies and all other individuals who provide goods, services or facilities on behalf of the organization; 	<ul style="list-style-type: none"> Provide AODA training to employees, volunteers and other individuals during onboarding and as required (includes online training module and Acknowledgement Form upon hire and annually thereafter). Maintain records of completion. <p>Action Plans</p> <ul style="list-style-type: none"> Develop tailored PD/training plans for employees who develop policies, 	<ul style="list-style-type: none"> Compliant and ongoing 	Human Resources and applicable departments for tailored training

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		<ul style="list-style-type: none"> ▪ provide training in respect of any changes to the policies on an ongoing basis; and ▪ maintain records of the training provided. 	develop websites/web content, or provide goods, services, or facilities.		
<p>4. Other than the requirements cited in the above questions, is your organization complying with all other applicable requirements in effect under the General section of the Integrated Accessibility Standards Regulation?</p>	<p>O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)</p>	<ul style="list-style-type: none"> ▪ No further requirements applicable to Venngo 	<ul style="list-style-type: none"> ▪ No further requirements applicable to Venngo 	<ul style="list-style-type: none"> ▪ Compliant 	Human Resources
<p>5. Is your organization complying with all applicable requirements under the Customer Service Standards?</p>	<p>O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)</p>	<p>Organizations must</p> <ul style="list-style-type: none"> ▪ develop, implement, and maintain policies governing provision of goods, services, or facilities, consistent with the four principles outlined in Act; ▪ post on the public website; and ▪ provide in an accessible format upon request. <p>Organizations must comply with the customer service standards related to:</p> <ul style="list-style-type: none"> ▪ assistive devices; ▪ use of service animals and support persons; ▪ notice of temporary disruptions; ▪ training for employees; ▪ feedback processes; and ▪ format of documents. 	<ul style="list-style-type: none"> ▪ Ensure publicly available accessibility policy (on website) meets the Customer Service Standards outlined in the Act. <p>Action Plans</p> <ul style="list-style-type: none"> ▪ Develop and formalize internal procedure document to outline accommodation-related accountabilities and processes and review at least every three years. 	<ul style="list-style-type: none"> ▪ Compliant. Last reviewed – January 2024 	Human Resources
<p>6. Does your organization ensure that its feedback processes are</p>	<p>O. Reg. 191/11:11: INTEGRATED</p>	Organizations must:	<ul style="list-style-type: none"> ▪ Ensure publicly available accessibility policy (on website) includes feedback 	<ul style="list-style-type: none"> ▪ Compliant 	Human Resources

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accessible to people with disabilities by providing or arranging accessible formats or communication supports, upon request, and do you notify the public of this accessible feedback policy? *	ACCESSIBILITY STANDARDS (ontario.ca)	<ul style="list-style-type: none"> ensure that feedback processes are in place; post on the public website; and provide in an accessible format or with communication supports upon request. 	processes and indicates that Venngo will provide or arrange for accessible formats or communication supports upon request.		
7. Does your organization have a process to provide accessible formats and communication support to people with disabilities in a timely manner and at no extra cost? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	<p>Organizations must upon request provide or arrange for the provision of accessible formats and communication supports:</p> <ul style="list-style-type: none"> that take into account the person's needs; in a timely manner; and at no extra cost. 	<ul style="list-style-type: none"> Ensure publicly available accessibility policy (on website) indicates this requirement. <p>Action Plans</p> <ul style="list-style-type: none"> Update online applications to notify users that accessible formats or communication supports are available upon request. 	<ul style="list-style-type: none"> Compliant 	Human Resources and applicable departments who provide goods, services, or facilities.
8. Does your organization make its emergency procedures, plans or safety information available to the public?	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	<p>Organizations must:</p> <ul style="list-style-type: none"> if applicable, prepare emergency procedures, plans or safety information; and make it available to the public. 	<ul style="list-style-type: none"> If applicable, ensure emergency procedures and plans are posted on the public website 	<ul style="list-style-type: none"> Compliant 	Human Resources and Marketing
8.a. Does your organization provide its publicly available emergency procedures, plans or safety information in accessible formats to people with disabilities upon request?	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	<p>Organizations must:</p> <ul style="list-style-type: none"> if applicable, provide publicly available emergency procedures, plans or safety information in an accessible format or with communication supports as soon as practicable, upon request. 	<ul style="list-style-type: none"> If applicable, emergency procedures and plans will be made available in an accessible format or with communication supports as soon as practicable, upon request. 	<ul style="list-style-type: none"> Compliant 	Human Resources and Marketing
9. Other than the requirements cited in the above questions, is your organization complying with all other applicable requirements in effect under the Information and Communications Standards? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	<p>Organizations must:</p> <ul style="list-style-type: none"> Make internet websites and web content conform with Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA by June 30, 2021 	<ul style="list-style-type: none"> Ensure publicly available accessibility policy (on website) indicates this requirement. Ensure websites and web content meet AODA requirements (currently WCAG 2.0 Level AA by October 31, 2024) 	<ul style="list-style-type: none"> In Progress 	Marketing/Comms and IT

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			Action Plans <ul style="list-style-type: none"> Maintain minimum of WCAG 2.0 Level AA compliance on all websites and web content. 		
10. Does your organization prepare individualized workplace emergency response information for employees with disabilities? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Organizations must: <ul style="list-style-type: none"> prepare individualized workplace emergency response information for employees with disabilities. 	<ul style="list-style-type: none"> Ensure publicly available accessibility policy (on website) indicates this requirement. Discuss with new employees and volunteers during onboarding. Action Plans <ul style="list-style-type: none"> Review staff and volunteer onboarding processes, forms, and checklists at least once every three years, and update as required. 	<ul style="list-style-type: none"> Compliant 	Human Resources
11. Does your organization develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Organizations must: <ul style="list-style-type: none"> Have a written process in place to develop individual accommodation plans (IAP) for employees with disabilities. 	<ul style="list-style-type: none"> Ensure a written process to develop documented IAPs for employees with disabilities is in place (included in publicly available accessibility policy on website). Discuss requirements with new employees and volunteers during onboarding. Ensure IAP processes are in place for employees who have been absent from work due to a disability ((through external benefits provider for cases of short-term disability or long-term disability). Action Plans <ul style="list-style-type: none"> Review staff and volunteer onboarding processes, forms, and checklists at least once every three years, and update as required. 	<ul style="list-style-type: none"> Compliant 	Human Resources

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			<ul style="list-style-type: none"> ▪ Review Venngo IAP template at least once every three years and update as required. ▪ Review IAP processes coordinated by external benefits provider, at least once every three years. 		
<p>12. Other than the requirements cited in the above questions, is your organization complying with all other applicable requirements in effect under the Employment Standards?</p>	<p>O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)</p>	<p>Organizations must:</p> <ul style="list-style-type: none"> ▪ notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes. ▪ notify job applicants that accommodations are available upon request and consult with the applicant to provide suitable accommodation. ▪ notify successful applicants and employees of accommodation policies, as soon as practicable and upon any changes in policies and consult with the application/employee to provide information in an accessible format or with communication supports as soon as practicable, upon request. ▪ ensure performance management, career development and redeployment processes take into account the accessibility needs of all employees 	<ul style="list-style-type: none"> ▪ Ensure publicly available accessibility policy on website addresses all applicable requirements. ▪ Ensure job postings and recruitment/onboarding/annual policy acknowledgement processes include notification about accommodation policies. ▪ Ensure performance management, career development and redeployment processes take into account accessibility needs of employees. <p>Action Plans</p> <ul style="list-style-type: none"> ▪ Review job posting and employment offer templates at least once every three years and update as required. ▪ Review staff and volunteer onboarding processes, forms, and checklists at least once every three years, and update as required. 	<ul style="list-style-type: none"> ▪ Compliant 	<p>Human Resources</p>
<p>13. Since your organization submitted its most recent accessibility compliance report, has your organization constructed new or redeveloped existing exterior paths of travel that it intends to maintain? *</p>	<p>O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)</p>	<p>Not applicable to Venngo</p>	<p>Not applicable to Venngo</p>	<p>Not applicable to Venngo</p>	<p>Not applicable to Venngo</p>

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13.a. Where applicable, do your newly constructed or redeveloped exterior paths of travel meet the technical and general requirements outlined in the Design of Public Spaces Standards? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
14. Since your organization submitted its most recent accessibility compliance report, has your organization constructed new or redeveloped existing outdoor public use eating areas? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
14.a. Where applicable, do your newly constructed or redeveloped outdoor public use eating areas meet the general requirements outlined in the Design of Public Spaces Standards? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
15. Since your organization submitted its most recent accessibility compliance report, has your organization constructed new or redeveloped existing outdoor play spaces? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
15.a. Where applicable, do your newly constructed or redeveloped outdoor play spaces meet the accessibility in design and consultation requirements outlined in the Design of Public Spaces Standards? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo

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16. Since your organization submitted its most recent accessibility compliance report, has your organization constructed new or redeveloped existing off-street parking? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
16.a. Where applicable, does your newly constructed or redeveloped off-street parking meet the requirements outlined in the Design of Public Spaces Standards? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
17. Since your organization submitted its most recent accessibility compliance report, has your organization constructed new service counters, (which includes replacing existing service counters)? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
17.a. Where applicable, do your newly constructed service counters meet the requirements outlined in the Design of Public Spaces Standards? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
18. Since your organization submitted its most recent accessibility compliance report, has your organization constructed new fixed queuing guides? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
18.a. Where applicable, do your newly constructed fixed queuing	O. Reg. 191/11: INTEGRATED	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo

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guides meet the requirements outlined in the Design of Public Spaces Standards? *	ACCESSIBILITY STANDARDS (ontario.ca)				
19. Since your organization submitted its most recent accessibility compliance report, has your organization constructed new or redeveloped existing waiting areas? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
19.a. Where applicable, do your newly constructed waiting areas meet the requirements outlined in the Design of Public Spaces Standards? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo
20. Other than the requirements cited in the above questions, is your organization complying with all other applicable requirements in effect under the Design of Public Spaces Standards? *	O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS (ontario.ca)	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo	Not applicable to Venngo

Prepared: May 1, 2024