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Accessibility Plan

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Accessibility Plan

1 Message from the CEO

Hope Aero Propeller & Components Inc. 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 by taking into consideration people's individual needs.

2 Introduction

Hope Aero strives to meet the needs of its employees and customers with disabilities and is working to remove and prevent barriers to accessibility.

Our organization is committed to fulfilling our obligations; this plan outlines the steps that Hope Aero is taking to meet those requirements and improve opportunities for people with disabilities.

Joel Chlan, President/CEO



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3 Past Achievements to Remove and Prevent Barriers

3.1 Customer Service:

- Prior to moving into our new building, we carried out several renovations that improved accessibility for the public; access to the shipping area was formerly via stairs, which have been replaced by a ramp and floor level entrance. We have also installed an accessible restroom and a doorbell at the main entrance, positioned for the use of individuals that may require assistance entering the facility.
- Prior to 2023 Hope Aero procured and installed an accessible reception desk. In 2022 Hope Aero installed new accessible front door with non touch activation sensors.

3.2 Information and Communications:

- We have introduced accessibility training to our new-hire orientation process.
- Our website has been fully refreshed and made accessible in compliance with current standards.

3.3 Employment:

- When replacing employee workstations, we have purchased adjustable height desks.
- We have installed hoists at multiple places and installed a roller system throughout the facility to reduce manual lifting requirements.
- We have relocated our anodizing process to ground level, allowing us to remove a mezzanine, previously accessed solely by stairs.
- 2023 Hope Aero replaced three more employee workstations with adjustable height desks.
- 2023 Hope Aero continues to inform people that we provide accommodations as required, and implement personalized accommodations as needed.

4 Strategies and Actions Planned for 2024 - 2027

4.1 Customer Service:

- We plan to make further accessibility improvements by modifying shipping service window for better accommodation.
- We plan to install powered controls for the accessible restroom.

4.2 Employment:

- As employee workstations are replaced, we will continue to purchase adjustable height desks.
- Our Stores service counter will be modified to improve accessibility.

4.3 Training:

- We will continue to train our new hires and staff on AODA specific and general accessibility.

4.4 Public Spaces:

- We will meet or exceed published accessibility standards when carrying out redevelopment of any public spaces.



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4.5 Other:

- We will assess our existing policies for inclusiveness and update them as required.

5 For More Information

For more information on this accessibility plan, please contact Emily Hope, VP Human Resources at 905-677-8747 or hr@hopeaero.com.

Standard and accessible formats of this document are available upon request.