



Convergint Accessibility Policy

February 2024



STATEMENT OF ORGANIZATIONAL COMMITMENT

Convergent Technologies Ltd. (Convergent Technologies) 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.

TRAINING

We are committed to training staff and volunteers in Ontario's accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities.

We will train our colleagues and volunteers on accessibility as it relates to their specific roles. A full policy outlining our training content and timeline for completion can be provided on request.

INFORMATION AND COMMUNICATIONS

We will communicate with people with disabilities in ways that consider their disability. When asked, we will provide information about our organization and its services, including public safety information, in accessible formats or with communication supports.

Our website currently meets internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws. We will work to maintain this level of accessibility on an ongoing basis.

EMPLOYMENT

People with disabilities are an important and under-utilized part of the workforce. Convergent is committed to providing a discrimination-free, accessible workplace and reasonable accommodation for disabled colleagues. Convergent Technologies complies with all anti-discrimination laws concerning disabled colleagues and applicants.

We will notify colleagues, potential hires and the public that accommodations can be made during recruitment and hiring. We will notify staff that supports are available for those with disabilities. We will put in place a process to develop individual accommodation plans for colleagues. Where needed, we will also create a customized emergency response plan to address the specific needs of a colleague with a disability during an emergency. Our performance management, career development, and redeployment processes will take into account the accessibility needs of all colleagues.

DESIGN OF PUBLIC SPACES

We will meet accessibility laws when building or making major changes to public spaces. Public spaces include:

- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off-street parking
- Service-related elements like service counters, fixed queuing lines and waiting areas

We will put procedures in place to prevent service disruptions to our accessible parts of our public spaces.

CHANGES TO EXISTING POLICIES

We will modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities.

FOR MORE INFORMATION

For more information on this accessibility plan, please contact our Human Resources team in Canada at +1 (403) 291-3241 ext. 7789, or at aoda.ontario@convergint.com.

You may also provide feedback online. Our website and social media addresses are as follows:

- Website: <https://www.convergint.com/>
- Facebook: <https://www.facebook.com/ConvergintTechnologies/>
- Twitter: <https://twitter.com/convergint>
- LinkedIn: <https://www.linkedin.com/company/convergint/>

Standard and accessible formats of this document are free on request from our Human Resources team in Canada using the contact information above.

VERSION HISTORY

Version	Approved By (initials)	Date
1	GT	November 2017
2	BH	May 2020
3	DM	February 2024