



# Accommodation Policy

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This policy outlines Globberri's commitment to accessibility and inclusivity in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Integrated Accessibility Standards Regulation (IASR). Our goal is to ensure that accessibility is embedded into our operations, policies, and workplace culture. This policy applies to all employees, job applicants, contractors, and any third parties who interact with or visit Globberri at any of our facilities in Ontario, including our warehouses and offices.

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## Statement of Commitment

Although Globberri operates as a business-to-business (B2B) organization and does not provide services directly to the public, we recognize our responsibility to ensure accessibility in all aspects of our operations, including for employees, job applicants, visitors, and third-party contractors – in accordance with applicable accessibility legislation. We are committed to treating all individuals with dignity and respect, and to removing and preventing barriers to accessibility wherever reasonably possible.

## Accessibility Standards

### Information and Communications

We are committed to meeting the communication needs of individuals with disabilities. We will:

- Provide or arrange for accessible formats and communication supports, upon request.
- Work with individuals to determine the most appropriate accessible format or communication support based on their needs.
- Ensure that feedback mechanisms are available in accessible formats.

### Employment

We are committed to fair and accessible employment practices. This includes:



- Informing applicants that accommodations are available during the recruitment and selection processes.
- Consulting with employees to provide suitable accommodations that meet their individual accessibility needs.
- Developing individual accommodation plans and return-to-work processes for employees who are temporarily or permanently disabled.
- Considering accessibility needs and individual accommodation plans when managing performance, career development, and job reassignment.

### Training

We will provide training to:

- All employees and managers.
- Anyone involved in developing policies or providing goods, services, or facilities on behalf of the company.
- Training will cover:
  - The requirements of the AODA and the IASR.
  - The Ontario Human Rights Code as it pertains to people with disabilities.
- How to interact with individuals with various types of disabilities.
- Globerry's internal accessibility policies and practices.

Training will be provided as soon as practicable after hire, and updated when changes to policies or legislation occur.

### Accessibility in the Workplace

While Globerry does not provide public-facing services, we are committed to maintaining an

accessible and inclusive work environment for all staff and authorized visitors. We will:

- Remove and prevent barriers in our facilities and employment practices.
- Provide emergency response information in accessible formats when required.
- Take accessibility into account when planning workplace renovations, relocations, or changes to policies.

### Notice of Temporary Disruptions

Where applicable, if there is a temporary disruption to facilities, goods, or services used by persons with disabilities, Globerry will provide notice of the disruption, including information on the reason for the disruption, its expected duration and a description of alternative facilities or services, if available.

### Feedback and Contact Information

Globerry welcomes feedback on the accessibility of our services, facilities, and employment practices. Feedback helps us identify and remove barriers to accessibility and improve the experience for all individuals engaging with our organization. Individuals may provide feedback, request accommodation, or obtain accessible formats of this policy by contacting the Human Resources department at [humanresources@freshtasteproduce.com](mailto:humanresources@freshtasteproduce.com)

Upon request, we will provide or arrange for accessible formats and communication supports in a timely manner.

