

MULTI-YEAR ACCESSIBILITY PLAN

Effective Period: 2026–2030

1. Purpose and Commitment

McDonald Brothers Construction Inc. is committed to identifying, preventing and removing barriers and to meeting the accessibility needs of persons with disabilities in a timely manner. This Multi-Year Accessibility Plan outlines the Company's strategy for meeting its obligations under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), Ontario Regulation 191/11 – Integrated Accessibility Standards Regulation (IASR), and the Ontario Human Rights Code.

This Plan will be reviewed and updated at least once every five years, posted on the Company's website where required, and provided in an accessible format upon request.

2. Accessibility Achievements and Ongoing Improvements

The Company maintains a record of completed accessibility initiatives as showcased in this section as improvements are implemented:

October 2026

- *developed the multi-year accessibility plan;*
- *completed the Accessibility Compliance Report for 2026-2029.*

September 2026

- *made improvements to website and digital accessibility;*
- *improved signage, entrances, washrooms or parking accessibility;*
- *accessible emergency information and evacuation planning;*
- *accessible document formats and communication supports;*
- *workplace accommodation and recruitment improvements.*

June 2026

- *created and executed the MBC Accessibility Policy;*
- *developed accessibility training materials, and delivered training to all-staff.*

April 2023

- *changes to customer service areas, service counters, waiting areas or paths of travel;*
- *improved physical access at the head office location for people with disabilities including ADOs and sit-stand desks;*
- *completed the Accessibility Compliance Report for 2023-2026.*

3. Accessibility Policies and Training

The Company will develop, implement and maintain accessibility policies and practices appropriate to its operations. Employees, persons who participate in developing policies, and other persons who provide goods, services or facilities on behalf of the Company will receive accessibility training appropriate to their duties, including training on the Ontario Human Rights Code as it relates to persons with disabilities.

- Provide training as soon as practicable and when accessibility policies or practices change.
- Maintain required training records, including dates and the number of people trained.
- Review accessibility policies periodically and update them when legislation or Company practices change.

4. Information, Communications and Feedback

The Company will make its feedback processes accessible. Upon request, accessible formats and communication supports will be provided or arranged in a timely manner, taking into account the person's accessibility needs due to disability and at a cost no more than the regular cost charged to others, if any. The Company will consult with the person making the request to determine the suitability of the format or support.

- Notify the public that accessible formats and communication supports are available.
- Maintain multiple ways to provide accessibility feedback, such as in person, by telephone, email or in writing.
- Provide publicly available emergency procedures, plans or public safety information in an accessible format or with appropriate communication supports as soon as practicable upon request.

Accessibility contact:

Allessandro Guarna | Vice President – Finance | hr@mbc.ca | 613-831-6223 ext.257

5. Accessible Websites and Web Content

Where the IASR website requirements apply, the Company will maintain its internet websites and web content in accordance with WCAG 2.0 Level AA, subject to the exceptions and requirements set out in the IASR. Accessibility will be considered when creating, updating or procuring website content and digital services.

6. Recruitment and Employment

The Company is committed to fair and accessible employment practices throughout the employment lifecycle.

- Notify employees and the public that accommodation is available during recruitment.
- Notify applicants selected for an assessment or selection process that accommodation is available upon request and consult with an applicant requesting accommodation to determine a suitable accommodation.
- When making an offer of employment, notify the successful applicant of the Company's policies for accommodating employees with disabilities.
- Inform employees of policies used to support employees with disabilities, including job accommodation policies, and provide updated information when those policies change.
- Upon request, consult with employees with disabilities regarding accessible formats and communication supports needed to perform their job and for information generally available to employees.

7. Workplace Emergency Response Information

Where the Company is aware that an employee requires individualized workplace emergency response information because of a disability, the information will be provided as soon as practicable. If the employee requires assistance, the information will be shared with a person designated to provide assistance only with the employee's consent.



Individualized workplace emergency response information will be reviewed when the employee moves to a different location, when the employee's overall accommodation needs or plans are reviewed, and when the Company reviews its general emergency response policies.

8. Individual Accommodation Plans and Return to Work

Where required by the IASR, the Company will maintain a written process for developing documented individual accommodation plans for employees with disabilities. The process will include individual assessment, employee participation, privacy protections, review and update requirements, the ability to involve a workplace or bargaining-agent representative where applicable, and the process for obtaining outside medical or other expert information at the Company's expense where necessary.

- Provide the plan in a format that takes the employee's accessibility needs into account.
- Include accessible formats and communication supports, individualized emergency response information and other accommodation, where applicable.
- Provide written reasons where an individual accommodation plan is denied.
- Maintain a documented return-to-work process for employees who have been absent due to disability and require disability-related accommodation to return to work, where the IASR requirement applies.

9. Performance Management, Career Development and Redeployment

When using performance management, providing career development and advancement, or redeploying employees, the Company will take into account the accessibility needs of employees with disabilities and their individual accommodation plans, where applicable.

10. Design of Public Spaces

When newly constructing or redeveloping public spaces to which the IASR Design of Public Spaces Standards apply, the Company will incorporate the applicable accessibility requirements. Depending on the project, this may include exterior paths of travel, accessible parking, service counters, fixed queuing guides and waiting areas.

- Assess applicable accessibility requirements during planning and before construction or redevelopment begins.
- Maintain accessible elements in public spaces as required and address temporary disruptions affecting accessible elements.
- Retain appropriate records, measurements, photographs or other evidence for newly constructed or redeveloped accessible features where useful for demonstrating compliance.

11. Monitoring, Review and Availability

The Company will monitor progress under this Plan and update actions as accessibility barriers, operational needs or legislative requirements change. This Plan will be formally reviewed and updated at least once every five years.

- Plan period: 2026–2030
- Next formal review: no later than 2030, or earlier if required
- Plan owner: Alessandro Guarna, Vice President – Finance
- Approval date: October 15, 2026



This Multi-Year Accessibility Plan is available to the public. Upon request, the Company will provide or arrange for the Plan in an accessible format and will consult with the person making the request to determine a suitable format or communication support.