



WARREN GIBSON LIMITED

ACCESSIBILITY PROGRESS REPORT

FIRST YEAR 2024

INTRODUCTION

Our plan was not posted in 2023 as intended.
However, we are committed to an inclusive barrier-free environment.

GENERAL

Warren Gibson Limited acknowledges creating a barrier-free environment takes time. In the upcoming year we will be dedicated to identify, remove and prevent barriers.

FEEDBACK

Feedback is essential from the public, stakeholders and employees regarding our Accessibility Plan and Progress Reports. By providing your feedback it improves our efforts in identifying and promoting areas of improvement. If you require any assistance submitting your feedback, please let us know. We will do our very best to accommodate your requirements.

Vera-Lynn Pearson, Human Resources Manager
705-435-4342 ext. 7265
vpearson@warrengibson.com

Mailing Address:
206 Church Street South
PO Box 100
Alliston, ON
L9R 1T9



CONSULTATIONS

There were no consultations in 2023.

We aim to send out a company survey encouraging employees with disabilities to participate. This will give us the insight to remove barriers.

DEFINITIONS

Accessibility: Refers to the needs of persons with disabilities being intentionally and thoughtfully considered when products, services and facilities are build or modified so they can be used and enjoyed by all.

Barrier: The Accessible Canada Act defines a barrier as “anything – including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice – that hinders the full and equal participation in society of persons with an impairment, including a physical mental, intellectual, cognitive, learning, communication or sensory impairment or functional limitation. “

Disability: The Accessible Canada Act defines a disability as “any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment – or a functional limitation – whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society.”