
National Bait Inc.

Multi-Year Accessibility Plan (2025–2030)

Prepared in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA)

1. Statement of Commitment

National Bait Inc. is committed to meeting the accessibility needs of persons with disabilities in a timely manner and in a way that respects their dignity and independence. We are committed to preventing and removing barriers to accessibility and complying with the requirements under AODA and the Integrated Accessibility Standards Regulation (IASR).

2. Purpose

This Multi-Year Accessibility Plan outlines our strategy to prevent and remove barriers and meet the requirements under AODA. The plan will be reviewed and updated at least once every five years and will be posted on our website.

3. Accessibility Achievements (Past Actions)

- Completed customer service accessibility training for all staff.
 - Implemented an accessible feedback process.
 - Improved website compliance to WCAG 2.0 Level AA.
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4. Strategies and Actions (2025–2030)

A. General Requirements

- **Training**
 - Continue to provide accessibility training to new employees on AODA and the Ontario Human Rights Code.
 - Review and update training materials annually.
 - **Policies**
 - Maintain and update accessibility policies, making them available to the public upon request.
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B. Information and Communications

- **Accessible Formats & Communication Supports**
 - Respond to requests for accessible formats promptly.
 - Develop guidelines for accessible documents.
 - **Website Compliance**
 - Maintain website and web content to comply with WCAG 2.0 Level AA standards.
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C. Employment

- **Recruitment**
 - Notify employees and the public about accommodation during the recruitment process.
 - **Employee Support**
 - Develop and maintain individual accommodation plans and return-to-work processes for employees with disabilities.
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D. Design of Public Spaces

- When applicable, meet the accessibility standards for the design of public spaces, including:
 - Accessible parking.
 - Outdoor paths of travel.
 - Service counters.
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E. Customer Service

- Maintain accessible customer service policies.
 - Provide ongoing training to ensure staff can assist customers with disabilities.
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5. Feedback

Feedback on this accessibility plan or on accessibility in general can be provided in the following ways:

- By email to: susie@nationalbait.com
- Buss. phone # 905 278-0180
- Mailing address: National Bait Inc., 946 Lakeshore Rd. E., Miss., ON L5E 1E4

- In person: at 946 Lakeshore Road East., Miss., ON L5E 1E4
 - Accessible formats of this plan are available upon request.
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6. Review & Updates

This plan will be reviewed at least once every five years and updated as required.

Approval and Posting

Approved by: Susie Hauptert Ho

Date : *Sept. 3/25*

Posted on: nationalbait.com