

1606750 Ont Inc o/a Lovegrove Construction & Design

Accessibility

Website Accessibility Statement

Accessibility

1606750 Ont Inc o/a Lovegrove Construction & Design is committed to accessibility and inclusion.

We are committed to providing accessible communication and services to our customers, clients, employees, applicants, contractors, suppliers and other individuals who interact with our company.

As a Custom Design Build contractor, much of our work is performed at customer construction sites. Our main office is a staff workplace and is not operated as a public-access facility. Accessibility needs may therefore vary depending on the location and nature of the services being provided. We are committed to providing accessible communication and services to our customers, clients, employees, applicants, contractors, suppliers and other individuals who interact with our company.

Accessible Communication

If you require information from **1606750 Ont Inc o/a Lovegrove Construction & Design** in an accessible format or require communication support because of a disability, please contact us.

We will work with you to determine an appropriate accessible format or communication support based on your individual needs.

Accessible formats or communication supports may include, where appropriate:

- electronic documents
- large-print information
- written communication
- verbal communication
- alternative communication methods
- other reasonable supports appropriate to the individual's needs

Accessibility at Our Office and Job Sites

Our main office is a staff-only workplace and is not open to the general public.

Our employees and representatives regularly work at commercial; industrial and construction sites **where site-specific health and safety requirements apply.**

Where an employee, customer, contractor, visitor or other individual with a disability requires accommodation, we will work with the individual to identify a reasonable and appropriate solution while maintaining applicable health and safety requirements.

Where a particular construction or work area cannot safely accommodate an individual, we will consider reasonable alternative arrangements wherever possible.

Service Animals and Support Persons

1606750 Ont Inc o/a Lovegrove Construction & Design respects the use of service animals and support persons where applicable.

At active construction sites or other areas where safety hazards exist, access may be restricted where required for legitimate health and safety reasons. Where this occurs, we will work with the individual to determine an appropriate alternative.

Recruitment and Employment Accommodation

1606750 Ont Inc o/a Lovegrove Construction & Design is committed to an accessible recruitment and employment process.

Accommodation for accessibility can be arranged upon request for recruitment.

Applicants who require specific accommodation during the recruitment or selection process are encouraged to contact us. We will work with applicants to identify an appropriate accessibility accommodation based on their individual needs.

Employees who require workplace accessibility accommodation are also encouraged to contact management.

Accessibility Feedback

We welcome feedback about accessibility and our efforts to identify, prevent and remove accessibility barriers.

Email: info@lovegroveconstruction.com

Telephone: 705-789-6286

Feedback will be reviewed and, where appropriate, corrective action will be taken.

Accessibility Policies

1606750 Ont Inc o/a Lovegrove Construction & Design maintains accessibility policies and procedures addressing accessibility, customer service, communication, employment accommodation, emergency response information, training and accessibility feedback.

These policies are available upon request.

If you require our accessibility information in an accessible format or require communication support, please contact us and we will work with you to meet your needs.

AODA Compliance

1606750 Ont Inc o/a Lovegrove Construction & Design is committed to meeting the applicable requirements of the **Accessibility for Ontarians with Disabilities Act, 2005 (AODA)** and its applicable accessibility standards.

Our accessibility compliance report is available here: