Statement of Commitment - AODA (Accessibility)

2255868 ON CORP & 2720337 ON CORP (known through this manual as Elle Cuisine) is committed to treating all people with dignity and independence. We believe in integration and equal opportunities.

Elle Cuisine is committed to supporting the goals of the Accessibility for Ontarians with Disabilities Act, 2005 ('AODA'). Elle Cuisine will establish policies, practices and procedures which are consistent with the accessibility standards established under the AODA, to identify, remove and prevent barriers to people with disabilities.

Elle Cuisine will ensure that both the regulations and principles of the AODA are adhered to for the following standards:

- Customer Service,
- Information and Communications,
- Employment,
- Built Environment,
- Transportation (as applicable)

To facilitate this commitment, Elle Cuisine will establish, implement, maintain and document a multi-year accessibility plan outlining its strategy to prevent and remove barriers and meet its requirements under the Integrated Accessibility Standards Regulation. Accessibility plans will be made available in an accessible format, upon request, and will be posted on our website.

Should you require an alternative format of a this or another document, a copy of AODA documentation, more information or you wish to provide feedback, please contact:

Andrew Shapransky, CFO,
56 Hampton Ave, Toronto ON, M4K2Y6,
647-930-5420
andrew@ellecuisine.ca

This document is available in an alternate format upon request.

Accessibility Policy

POLICY STATEMENT

Elle Cuisine is committed to upholding and exceeding Ontario's legislation intended to remove barriers to accessibility for persons with disabilities. This includes providing equal access to employment, information, goods, and services, and treating persons with disabilities with dignity and respect in a way that takes their disability into account.

DEFINITIONS

Definitions taken from the *Accessibility for Ontarians with Disabilities Act*, S.O. 2005, C. 11 or *Ontario Human Rights Code.*

"Accessible formats" may include, but are not limited to, large print, recorded audio and electronic formats, braille, and other formats usable by persons with disabilities.

"Barrier" means anything that prevents a person with a disability from fully participating in all aspects of society because of their disability, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy, or a practice; ("obstacle").

"Disability" is defined broadly by the *Ontario Human Rights Code* as:

1. "any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical coordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
2. a condition of mental impairment or a developmental disability,
3. a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
4. a mental disorder, or
5. an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act*, 1997."

POLICY

Elle Cuisine will make every reasonable effort to meet the requirements of the *Accessibility for Ontarians with Disabilities Act (AODA), 2005,* including all applicable elements of the *Integrated Accessibility Standards*.

1. Information and Communication

2. Employment
3. Customer Service
4. Design of Public Spaces
5. Transportation

Elle Cuisine will provide training to all employees, volunteers, and independent contractors to ensure they are familiar with our policies, practices, and procedures for communicating with and providing services to persons with disabilities.

Information and Communication

Elle Cuisine will make its information accessible to people with disabilities by creating materials and supports in accessible formats, and it will notify the public of the types of accessible formats provided.

Further, Elle Cuisine will deliver alternate formats of information to clients, upon request. If a particular material cannot be converted into an accessible format that meets the needs of the person requesting it, Elle Cuisine will provide details of why it cannot be converted and provide a summary of the information or communication in another way that is suitable to the person requesting it.

This extends to any emergency procedures or safety information prepared by Elle Cuisine.

Employment

Elle Cuisine welcomes and encourages employment applications from people with disabilities and will do its part to make hiring and employee support practices more accessible by providing accommodation during all stages of recruitment, hiring, and employment.

If a job applicant requests accommodation, Elle Cuisine will consult with the applicant and provide suitable accommodation that takes the person's accessibility needs into account.

When making offers of employment, Elle Cuisine will notify the successful applicant of its policies for accommodating employees with disabilities.

New employees will be reminded about the organization's job accommodation policies as soon as possible upon being hired and notified when any future changes are made to policies. Policy and practice information will include available employment accommodations that will be provided for job related matters such as performance management, career development, emergency response plans, and return to work information.

Elle Cuisine will consult with an employee who requests it, to provide or arrange for the provision of accessible formats and communication supports that take the employee's needs into account when providing information that is needed to perform the employee's job, and information that is generally available to employees in the workplace.

Customer Service

Elle Cuisine will provide customer service in a manner that removes barriers for people with disabilities according to the following key principles of the AODA:

- Goods and services will be provided in a manner that respects the dignity and independence of persons with disabilities.
- Service to people with disabilities will be integrated with others, unless an alternate way of providing the goods, service or facility is required by the person with the disability.
- Persons with disabilities will be given equal opportunity to use and benefit from the goods, services, or facilities an organization or business has to offer.
- We will communicate with people with disabilities in a way that takes the individual's disability into account.

Assistive Devices, and Service Animals, Service Dogs or Guide Dogs

Persons with disabilities who use an assistive device will be permitted to use their own device to access the goods and services of Elle Cuisine.

If a person with a disability is accompanied by a guide dog or other service animal, Elle Cuisine shall ensure that the person is permitted to enter the premises with the animal and to keep the animal with them, unless the animal is otherwise excluded by law from the premises.

Support Workers

If a person with a disability is accompanied by a support person, Elle Cuisine will ensure that both persons are permitted to enter the premises together and that the person with a disability is not prevented from having access to the support person while on the premises.

Elle Cuisine will ensure that notice is given in advance if admission fees will be charged to support workers for accessing the goods or services in their role as support person, including how much the fee will be.

Service Interruptions

If there is a temporary disruption in any of our services either in whole or in part, Elle Cuisine will provide notice of the disruption to the public via as many channels as possible, in accessible formats, where available. We will physically post notices where the disruption is taking place as well as through any other channels that are appropriate such as email, phone, text, social media, or on our website.

Notice of the disruption will include the reason for the disruption, its anticipated duration and a description of alternative facilities or services, if any, that are available.

Process for Receiving Feedback

Elle Cuisine will accept feedback about the way in which it provides goods and services to persons with disabilities in person, by phone or email, or in another way that is suitable to a person with a disability.

When a complaint is received about the way we provide goods, services, or facilities to persons with disabilities, Elle Cuisine will let the person who submitted the feedback know about the actions the organization will take to resolve the issue.

At Elle Cuisine, the person designated to accept feedback is:

Andrew Shapransky, CFO,
56 Hampton Ave, Toronto ON, M4K2Y6,
647-930-5420
andrew@ellecuisine.ca

Transportation

Elle Cuisine does not provide conventional or specialized commercial transportation services to passengers and is not required to adhere to the Transportation Standard.

Design of Public Spaces

If Elle Cuisine redesigns or redevelops an outdoor public space such as a parking area, outdoor eating area or play space, exterior path of travel, recreational trail or beach access route, or an indoor or outdoor service counter, waiting area or queuing line, it will do so in accordance the Design of Public Spaces Standard of the AODA. Elle Cuisine will also ensure any newly redesigned or redeveloped areas are maintained in accordance with the rules set out by the AODA.

Accessible Customer Service Policy

POLICY STATEMENT

This policy is designed to meet the standards and act in accordance with Regulation 191/11, Integrated Accessibility Standards under the Accessibility for Ontarians with Disabilities Act, 2005. These standards were developed to identify, remove and prevent barriers and increase accessibility for persons with disabilities in the areas of information and communications and employment. The mandate of the Standard is that all obligated organizations must take measures to provide accessible service to all customers, including customers with all types of disabilities.

PURPOSE

Elle Cuisine is committed to providing goods and services in a way that respects the dignity and independence of persons with disabilities. Elle Cuisine is also committed to ensuring our employees are educated and adhere to this policy. Elle Cuisine will make all reasonable efforts to ensure that all people are treated and provided customer service in a manner that is consistent with the principles of the AODA: Dignity, Independence, Equal Opportunity and Integration.

POLICY

Customer Service and Communication

Elle Cuisine will ensure that effective customer service and communication is provided to all persons with a disability by adhering to the following:

- Make all reasonable efforts to ensure that the provision of goods and services to persons with disabilities will be integrated into regular practice.
- Offer and provide alternative measures and/or formats if necessary when requested by an individual with a disability.
- Ensure that, to the extent possible, accessible goods and services are delivered in a timely manner.
- All communication shall be provided in a manner that respects the dignity and independence of persons with disabilities.

Assistive Devices

Persons with disabilities may require the use of their own assistive devices to access services or goods. An assistive device is any device that is used, designed, made or adapted to assist people in performing a particular task. Elle Cuisine will take all reasonable measures to ensure goods and services are accessible to persons using assistive devices, including training employees in how best to support a customer using an assistive device.

In the case the use of an assistive device poses a further challenge to the accessibility of goods and services or raises a potential safety concern, all reasonable efforts will be made to accommodate the

individual, which may include using an alternative assistive device or providing the same service in a different manner.

Service Animals

Elle Cuisine is committed to welcoming persons with disabilities who are accompanied by a service animal. We will ensure that all staff who deal with the public are properly trained in how to interact with people with disabilities who are accompanied by a service animal.

The following terms apply to a person with a disability who is accompanied by a service animal:

- In the event a particular service animal is not allowed by law on or in a particular area of the premises, all reasonable efforts will be made to accommodate the individual, which may include an alternative form of assistance or providing the same service in a different manner.
- In the event of a valid health and safety issue, all reasonable efforts will be made to accommodate the individual, which may include an alternative form of assistance or providing the same service in a different manner.
- In the case of service dogs, the law allows them to accompany their owner to go where food is served, sold or offered for sale. The law also states service dogs are not allowed in places where food is manufactured, prepared, processed or handled.
- The owner is responsible for maintaining control of the animal at all times.

Support Persons

Elle Cuisine is committed to welcoming persons with disabilities who are accompanied by a support person.

The following terms apply to a person with a disability who is accompanied by support person:

- Elle Cuisine may require a person with a disability to be accompanied by a support person while on the premises in situations where it is necessary due to health and safety concerns.
- Consent from the person with a disability is required when communicating confidential issues related to the person with a disability, in the presence of a support person.
- If a fee is charged for the admission of a support person, the fee will be communicated and posted.

Notice of Temporary Disruptions

Elle Cuisine will publicly notify customers of temporary disruptions of services or facilities. If the disruption is planned the organization will publicly notify customers of the upcoming service disruption in advance of the start of the service disruption.

A notice of temporary disruption will include:

- When the disruption will happen if it is a case where it is planned;
- Steps to take to access alternative methods;
- A description of alternative facilities or services if they are available;
- The reason for the disruption; and

- How long the disruption will last.

The notice may be delivered to the public by the following methods:

- Posting at the main entrances and the source of the disruption;
- Via phone and email notification to regular customers or customers with scheduled appointments;
- The company's website.

Feedback Process

A feedback process regarding the provision of goods and services to persons with disabilities has been established. The manner in which feedback may be provided will be in such a way that best suits the person with a disability.

Elle Cuisine will review all feedback received and respond in a timely manner. If the feedback is of an urgent concern, a response to the person submitting the complaint will be issued as soon as reasonably possible.

Feedback will be provided to:

Andrew Shapransky, CFO,
56 Hampton Ave, Toronto ON, M4K2Y6,
647-930-5420
andrew@ellecuisine.ca

Training

Elle Cuisine will ensure that all employees and applicable third parties who interact with customers are provided with accessibility training. Training will also be required for those individuals who are involved in the development or implementation of customer service policies, practices and procedures.

The training will address:

- The purpose of the Accessibility for Ontarians with Disabilities Act, 2005;
- The requirements of the Accessibility Standards for Customer Service;
- Information about Company policies and procedures (including this policy);
- Best practice on how to communicate with persons with various types of disabilities;
- Best practice on how to interact with people with disabilities who use assistive devices, require the assistance of a service animal or a support person.

Elle Cuisine will retain a record of all individuals who have completed the required training.

Notice of Availability of Documents and Alternative Formats

Elle Cuisine will post notice of the availability of this policy, other documents prescribed by the Standard and the availability of alternative formats upon request. This information will be provided in our

Statement of Commitment, which is posted at a conspicuous location for customers, as well on the company's website.

Information and Communications Standard Policy

POLICY STATEMENT

This policy is intended to meet the requirements of the *Integrated Accessibility Standards, Ontario Regulation 191/11* for the Information and Communications Standard set forth under the *Accessibility for Ontarians with Disabilities Act, 2005.* This policy applies to the provision of information and communication services and materials for people with disabilities.

PURPOSE

Elle Cuisine is committed to creating, providing, and receiving information in a way that is accessible to people with disabilities. When requested by a person with a disability Elle Cuisine will provide an accessible form of communication that takes into account the specific needs of the individual. Elle Cuisine is also committed to ensuring our employees are educated and trained to adhere to this policy. Elle Cuisine will make all reasonable efforts to ensure that all people are treated and provided information and communication in a manner that is consistent with the principles of the AODA: Dignity, Independence, Equal Opportunity and Integration.

DEFINITIONS

Accessible Formats – Include but are not limited to large print, recorded audio and electronic formats, braille and other formats usable by persons with disabilities.

Communication Supports – Include but are not limited to captioning, alternative and augmentative communication supports, plain language, sign language and other supports that facilitate effective communications.

Conversion Ready – An electronic or digital format that facilitates conversion into an acceptable format.

General Principles

In accordance with the *Integrated Accessibility Standards, Ontario Regulation 191/11,* this policy addresses the following:

A. General Requirements
B. Accessible Formats and Communication Supports
C. Accessible Websites and Web Content
D. Emergency Procedures, Plans or Public Safety Information
E. Education and Training Resources
F. Public Libraries
G. Feedback

H. Exceptions

A. General Requirements

General requirements apply to the Information and Communications, Employment and Transportation standards and are outlined as follows.

Establishment of Accessibility Policies and Plans

Elle Cuisine will develop, implement and maintain policies governing how it will achieve accessibility through these requirements. Elle Cuisine will include a statement of its commitment to meeting the accessibility needs of persons with disabilities in a timely manner in its policies. These documents will be made publicly available in an accessible format, upon request.

Elle Cuisine will establish, implement, maintain and document a multi-year accessibility plan outlining its strategy to prevent and remove barriers and meet its requirements under the IASR. Accessibility plans will be made available in an accessible format, upon request, and will be posted on our website.

Elle Cuisine will review and update its accessibility plan once every five (5) years and will establish, review and update our accessibility plans in consultation with persons with disabilities or an advisory committee. Annual status reports will be prepared that will report on the progress of the steps taken to implement the accessibility plan. This status report will be posted on our website and shall be created in an accessible format upon request.

Procuring or Acquiring Goods and Services, or Facilities

Elle Cuisine will incorporate accessibility criteria and features when procuring or acquiring goods, services or facilities. The only exception is in cases where it is impracticable to do so.

Training Requirements

Elle Cuisine will provide training for its employees and volunteers regarding the IASR and the Ontario Human Rights Code as they pertain to individuals with disabilities. Training will also be provided to individuals who are responsible for developing Elle Cuisine policies, and all other persons who provide goods, services or facilities on behalf of the organization.

Training will be provided to all employees as soon as possible, but no later than required. Training will be provided on an ongoing basis to new employees and as changes to our accessibility policies occur. We will maintain records of who completed the training, including the date of completion.

B. Accessible Formats and Communication Supports

Elle Cuisine will provide or arrange for the provision of accessible formats and communication supports for persons with disabilities, upon request. Accessible formats and communication supports will be provided in a timely manner and at no additional cost to the individual. Elle Cuisine will take into account the person's accessibility needs when customizing individual requests and shall consult with the individual making the request to ensure suitability.

C. Accessible Websites and Web Content

Elle Cuisine will ensure that our website and all web content conform to the Web Content Accessibility Guidelines (WCAG) 2.0 at Level AA, in accordance with the schedule set out in the regulation. This applies to web content on both the internet and the organization's intranet.

D. Emergency Procedures, Plans or Public Safety Information

Elle Cuisine will address accessibility in our emergency procedures. Elle Cuisine will prepare emergency procedures, plans or public safety information, which is available to the public and will be provided in an accessible format upon request.

E. Education and Training Resources

This section does not apply to Elle Cuisine.

F. Public Libraries

As Elle Cuisine does not operate a public library, this section is not applicable.

G. Feedback Process

Elle Cuisine will ensure processes are in place for receiving and responding to feedback. Elle Cuisine will make these processes accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communications supports, upon request. Elle Cuisine will notify the public about the availability of these accessible formats.

H. Exceptions

The Information and Communications Standard does not apply to:

- Products and product labels;
- Unconvertible information or communications; or
- Information that the organization does not control either directly or indirectly through a contractual relationship.

Information is regarded as unconvertible where it is not technically feasible to convert, or the technology required to make the conversion is not readily available. In a case where it is determined information is unconvertable Elle Cuisine will ensure that the individual who made the request is provided with an explanation and a summary of the information.

Multi-Year Accessibility Plan

General Requirements

For private sector employers with 50+ employees in Ontario, the following requirements must be met.

Requirement	YES	NO	N/A	Notes/Actions
Establishment of Accessibility Policies: ● Develop, implement and maintain required accessibility policies ● Statement of commitment ● Make policies available to the public	**YES**			**Sample:** Elle Cuisine has the following policies implemented in the organization: ● Accessibility Policy ● Accessible Customer Service Policy ● Information and Communications Standard Policy ● Employment Standard Policy And a Statement of Commitment - AODA (Accessibility). These policies are available our website.
Hiring: Ensure job postings are accessible and inform employees and the public of the Employer's commitment to accommodating the needs of people with disabilities in the hiring process. This information must be posted on the Employer's website and included in all job postings.	**YES**			**Sample:** Elle Cuisine welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.
Notify job applicants when they are selected for an interview that accommodation will be provided.	**YES**			**Sample:** Elle Cuisine ensures that each candidate is asked if accommodations are required when contacting an applicant about an interview.
Notify successful applicants of the organization's accommodation policies for accommodating employees with disabilities.	**YES**			**Sample:** Elle Cuisine has an accommodation process in place and provides accommodations for employees with disabilities. If you require a specific accommodation due to a disability or a medical need that you have not yet informed us about, please contact Andrew Shapransky, CFO, 56 Hampton Ave, Toronto ON, M4K2Y6, 647-930-5420

				, andrew@ellecuisine.ca so that arrangements can be made for the appropriate accommodations to be in place before you begin your employment.
Inform employees about the organization's policies to support people with disabilities. Inform new employees when they are hired, and inform all employees if the policies are updated or changed.	**YES**			**Sample:** To distribute this information, Elle Cuisine uses the following (or any other method preferred by employees): ● Emails ● Memos ● Websites ● Bulletin boards ● Staff meetings ● One-on-one conversations ● Team communications applications such as Slack and Connecteam
Providing Accessible Workplace Information: Workplace information must be provided in an accessible format upon employee request. This includes: ● Any information necessary for employees to perform their jobs (e.g., job descriptions and manuals). ● General information available to all employees at work (e.g., company newsletters, organization-wide memos, and bulletins regarding company policies and health and safety information).	**YES**			Elle Cuisine should engage in discussions with employees with disabilities to determine their preferred information delivery methods and how information can be made accessible.
Self-Service Kiosks			**N/A**	**N/A**
Providing Individualized Workplace Emergency Response Information: Emergency information must be made accessible and a plan must be developed to help employees with disabilities during an emergency. As an employer, if you know an employee might need help in an emergency due to a permanent or temporary disability, you	**YES**			A document is posted in the workplace advising employees with a disability of the availability of individual workplace emergency response plans and who to contact so they may make arrangements to complete the plan. With the employee's consent, share this information with the people designated to help

must provide individualized emergency response information to the employee. For example, how an employee: ● Who uses a wheelchair can safely exit a building in the event of a fire ● With a hearing disability, who cannot hear an alarm, will be notified in the event of an emergency ● With a visual disability will identify and navigate emergency escape routes ● With an invisible disability, such as a heart condition that prevents them from using stairs, will evacuate a building during an emergency				them in an emergency. Review the employee's emergency response information when: ● The employee changes work locations ● You review the employee's overall accommodation needs ● You review the organization's general emergency response policies
Managing Performance, Career Development, And Redeployment: If you have performance management or career development processes, you must consider the needs of an employee with disabilities when you: ● Hold formal or informal performance reviews ● Promote or move them to a new job	**YES**			Examples include: ● Making documents available in accessible formats (for example, large print for people with low vision) ● Providing feedback and coaching in a way that is accessible to them (for example, allowing someone with a learning disability to record the conversation) ● Providing the accommodations they need to successfully learn new skills or take on more responsibilities
Feedback: Ensure that processes for receiving and responding to feedback are accessible to persons with disabilities.	**YES**			Examples include: ● Providing or arranging for accessible formats to give persons with disabilities the required channels for giving, receiving and responding to feedback. ● Upon request, providing accessible communication supports. For example, if feedback is given or received through written methods, providing alternative methods such as text-to-screen software, allowing employees to give or receive feedback via verbal communication, etc.
Accommodation Plans: You must develop and write a process for creating accommodation plans for employees with				A document is posted in the workplace advising employees with a disability of the availability of

disabilities. This process must be documented and should include: ● How an employee participates in the development of their individual accommodation plan ● How an employee is assessed on an individual basis ● How a non-unionized employee can ask for a representative from the workplace to participate in the development of the accommodation plan (as applicable) ● How Elle Cuisine, as an employer, can request assistance from an outside expert, at your expense ● The steps you will take to protect the privacy of the employee's personal information ● How and when you will provide the employee with their personalized accommodation plan ● The schedule for when and how the plan will be reviewed and updated ● How you will tell an employee that their individual accommodation plan has not been accepted ● How you will provide the plan in an accessible format				individual accommodation response plans and who to contact so they may make arrangements to complete the plan. Elle Cuisine management will work with the employee to ensure that the response plan and emergency information is provided in an accessible format. Any other necessary information will also be distributed as needed. Elle Cuisine management will work collaboratively with the employee with a disability must collaboratively determine and implement the appropriate accommodation measures.
Return-to-Work Process: This requirement does not replace or override any other return-to-work process made under any other law (e.g., WSIA). You must develop and write a process to support employees who have been absent from work due to a disability and require disability-related accommodations to return to work.	**YES**			Elle Cuisine management will work collaboratively to develop accommodations around a return to work plan which suits the employee's needs. Return to work plans will be documented and maintained electronically hy Andrew Shapransky, CFO (647-930-5420). CFO along with the employee's direct manager will be responsible for implementing the return to work plan.
Submit an Accessibility Compliance Report:	**YES**			Elle Cuisine has submitted their 2026 compliance report. Our next report will be submitted by December 31, 2029.

Businesses or nonprofits with 20 or more employees are required to submit an accessibility compliance report every three years. The report confirms adherence to current accessibility requirements under the Accessibility for Ontarians with Disabilities Act (AODA).				Our reports are documented in electronic format, and are maintained by the CFO. We make our reports accessible to the public by having them on our website.
Training: Accessibility training which meets AODA requirements must be provided to: ● All employees and volunteers (paid and unpaid, full-time, part-time and contract positions) as soon as possible after joining the organization ● Anyone involved in developing your organization's policies (including managers, senior leaders, directors, board members and owners) ● Anyone who provides goods, services or facilities to clients/customers on your organization's behalf	**YES**			Accessibility training provided to employees of Elle Cuisine must cover the following: ● the purpose of the Accessibility for Ontarians with Disabilities Act ● an overview of the requirements of the customer service standard ● your organization's policy on providing accessible customer service ● how to interact with people with various types of disabilities ● how to interact with people who use an assistive device or require the assistance of a service animal or support person ● information on how to use any equipment or devices available in your organization to help provide goods, services or facilities to people with disabilities (for example, screen readers, lifts, TTY phone line) ● what to do if a person with a disability is having difficulty accessing your organization's goods, services or facilities ● the accessibility standards and the Ontario Human Rights Code as it relates to people with disabilities ● any changes or updates to the organization's accessibility policies ● any accessibility training pertaining to the employees responsibilities or job duties Training records are maintained on HRCovered training platform and completion is documented by Andrew Shapransky, CFO, within internal payroll documentation. Records must include when the trainings were

				delivered, who attended, and how many employees participated in and completed the training.
Off-Street Parking: ● Material(s), including visual evidence with measurement of the width, confirming off-street parking facilities has a minimum number of parking spaces for persons with disabilities in accordance with the requirements.	**YES**			Requirements: ● One parking space which meets the requirements of a Type A parking space where there are 12 parking spaces or fewer. ● Four per cent of the total number of parking spaces where there are between 13 and 100 parking spaces in accordance with the following ratio, rounding up to the nearest whole number: ● Where an even number of parking spaces for the use of persons with disabilities are provided, an equal number of parking spaces that meet the requirements of a Type A parking space and a Type B parking space must be provided. ● Where an odd number of parking spaces for the use of persons with disabilities are provided, the number of parking spaces must be divided equally between parking spaces that meet the requirements of a Type A parking space and a Type B parking space, but the additional parking space, the odd-numbered space, may be a Type B parking space. ● One parking space for the use of persons with disabilities and an additional three per cent of parking spaces for the use of persons with disabilities, where there are between 101 and 200 parking spaces must be parking spaces for the use of persons with disabilities, calculated in accordance with ratios set out above, rounding up to the nearest whole number. ● Two parking spaces for the use of persons with disabilities and an additional two per cent of parking spaces for the use of persons with disabilities, where there are between 201 and 1,000 parking spaces

				must be parking spaces for the use of persons with disabilities in accordance with the ratio set out above, rounding up to the nearest whole number. ● Eleven parking spaces for the use of persons with disabilities and an additional one percent of parking spaces for the use of persons with disabilities, where more than 1,000 parking spaces are provided must be parking spaces for the use of persons with disabilities in accordance with the ratio set out above, rounding up to the nearest whole number.
● Material(s), including visual evidence with measurement of the width, confirming if the organization provides more than one off-street parking facility at a site, the organization shall calculate the number and type of parking spaces for the use of persons with disabilities according to the number and type of parking spaces required for each off-street parking facility.	**YES**			Illustrated Technical Guide to the Design of Public Spaces: 2.6.2 Required Number and Location of Accessible Parking Spaces (gaates.org)