



EMPLOYMENT POLICY
AODA Integrated Standard Policy

July 27, 2023

Approved By: Senior Director Human Resources

POLICY STATEMENT: Great Wolf Lodge (Ripley's Waterpark Resort LP) is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity and are committed to meeting the needs of people with disabilities in a timely manner. We will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act ("AODA").

PURPOSE: Great Wolf Lodge (Ripley's Waterpark Resort LP) has developed and made available upon request, this policy and a multi-year accessibility plan which outlines the actions we will put in place to improve opportunities for people with disabilities.

Information and Communication Standard:

- Accessible Emergency Information
- Kiosks
- Feedback from Customers and Employees
- Accessible Formats and Communication Supports
- Emergency Procedures/Plan or Public Safety Information
- Accessible Websites & Web Content
- Education & Training Resources & Materials

Employment Standard:

- Recruitment, assessment and selection
- Accessible formats and communication supports for employees
- Workplace emergency response information
- Documented Individual accommodation plans
- Return to work process
- Performance Management
- Career Development and Advancement
- Redeployment

Training:

The Great Wolf Lodge (Ripley's Waterpark Resort LP) provides training to its Pack Members and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way

that best suits the duties of the Pack Members, and other staff members. Training will include but is not limited to, the Integrated Standard, the Ontario Human Rights Code as it pertains to persons with disabilities. Great Wolf Lodge (Ripley's Waterpark Resort LP) will take the following steps to ensure Pack Members are provided with the training needed to meet Ontario's accessibility laws. This training will be done during Pack Member orientation, e-learning, and / or through written communication that will be posted on our communication boards. Training records will be kept documenting who has been trained and when they were trained with the Human Resources Department. Training will be provided as soon as practicable and ongoing training is provided to Pack Members, those participating in policy development, and individuals who provide goods, services, or facilities on behalf of Great Wolf Lodge (Ripley's Waterpark Resort LP) as AODA policy changes occur.

For more information on this policy, please contact Human Resources at amalleau@greatwolfniagara.com or 905-353-5623. Accessible forms of this document and the accessibility plan are available upon request.