



EMPLOYMENT POLICY - AODA INTEGRATED STANDARD POLICY

DATE OF REVISION: January 21, 2026

APPROVED BY: General Manager & Assistant General Manager Administration

POLICY STATEMENT

Ripley's Niagara Waterpark Resort Ltd. (o/a Great Wolf Lodge) is committed to providing an accessible, inclusive, and respectful workplace where all individuals are treated with dignity and independence. We support integration and equal opportunity and are committed to meeting the needs of persons with disabilities in a timely and effective manner. This is achieved through the identification, prevention, and removal of accessibility barriers and through full compliance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Integrated Accessibility Standards Regulation (IASR), including Employment Standards.

PURPOSE

Great Wolf Lodge has developed and maintains this policy and a Multi-Year Accessibility Plan, which is available on request. These documents outline the actions the organization will take to improve accessibility, promote inclusion, and ensure compliance with all applicable AODA requirements.

INFORMATION AND COMMUNICATION STANDARD

Great Wolf Lodge is committed to making information and communications accessible by providing, upon request and in a timely manner:

- Accessible emergency and public safety information
- Feedback processes accessible to guests, visitors, contractors, and pack members.
- Accessible formats and communication supports
- Accessible workplace and public emergency procedures
- Accessible websites and web content in accordance with WCAG requirements
- Accessible education, training resources, and materials
- Consideration of accessibility features in self-service kiosks

EMPLOYMENT STANDARD

Great Wolf Lodge is committed to fair and accessible employment practices that support individuals with disabilities throughout the employment lifecycle, including:

- Accessible recruitment, assessment, and selection processes
- Notification of availability of accommodations for applicants and pack members
- Accessible formats and communication supports for pack members
- Individualized workplace emergency response information

- Documented individual accommodation plans
- A documented return to work process for pack members absent due to disability
- Consideration of accessibility needs and accommodation plans in:
 - Performance management
 - Career development and advancement

All communication will be provided in a manner that respects the dignity of the individual and meets their needs, up to the point of undue hardship, in accordance with the Ontario Human Rights Code.

TRAINING / IMPLEMENTATION

Great Wolf Lodge provides training to all pack members and leaders on:

- The requirements of the AODA and the Integrated Accessibility Standards Regulation
- The Ontario Human Rights Code as it relates to persons with disabilities.

Training is provided in a format appropriate to each individual's role and responsibilities and occurs:

- During new pack member orientation (Wolfology)
- Through e-learning and in-person modules
- Through written and posted communications

Training records are maintained by the Human Resources Department and include the dates on which training was completed and the individuals who were trained.

For more information on this policy, or to request accessible formats or communication support, please contact:

Assistant General Manager Administration

Email: amalleau@greatwolfniagara.com

Phone: 905-353-5623.