



## **Accessibility Progress Report**

**Organization:** Avema

**Date:** 30-May-2025

Avema is a remote-first company with a private office that is not open to customers or the public. The majority of operations are digital. As such, our accessibility efforts focus on digital systems, inclusive employment practices, and internal awareness. This report outlines the current status of our work under the **Accessible Canada Act** and reflects our commitment to fostering a more inclusive and accessible workplace.

### **Key Progress Highlights**

#### **Commitment to Accessibility**

- Avema has affirmed its commitment to accessibility through the development of its Accessibility Plan and the integration of inclusive values into company culture.

#### **Consultation**

- Internal consultation occurred during the creation of the Accessibility Plan, through discussions across departments and with employees with disabilities.
- No external consultation has taken place yet, but Avema recognizes its importance and will consider it in future updates.

#### **Policy Development**

- Drafting is underway for key accessibility policies, including those related to accommodations and digital inclusion.
- A process is in place to review and update these policies regularly to maintain alignment with the Accessible Canada Act.

#### **Training and Awareness**

- While no formal training has been launched, accessibility is included in informal team discussions to build awareness.
- Training remains an area for potential future development as resources and priorities evolve.

#### **Communication and Feedback**

- A feedback form has been added to the company website to allow employees and stakeholders to report accessibility concerns.
- All feedback is directed to Avema's accessibility contact, **Patrick Storto**, who coordinates appropriate follow-up and documentation.

#### **Accessibility in Employment**

- Employment practices have been reviewed with accessibility in mind, particularly in recruitment, hiring, and onboarding processes.
- All employees have the option to work remotely, reducing physical access barriers and supporting flexibility.

#### **Procurement of Goods and Services**

- Accessibility is considered informally when evaluating vendors, although formal criteria are not yet in place.

#### **Monitoring and Evaluation**

- Progress on accessibility initiatives is monitored informally through leadership check-ins and internal reviews.

- Avema does not currently have a plan to establish key performance indicators (KPIs), but will continue evaluating progress qualitatively.

### **Next Steps**

In the upcoming reporting period, Avema aims to:

- Finalize and implement initial accessibility-related policies.
- Promote the existing feedback mechanism to increase awareness and use.
- Explore opportunities for consultation with individuals or organizations representing persons with disabilities.
- Continue integrating accessibility considerations into ongoing operations and procurement decisions.

### **Contact and Accountability**

For any questions, feedback, or accessibility-related concerns, please contact:

**Patrick Storto**

Accessibility Contact

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