

## Revé Accessibility Statement & Multi-Year Accessibility Plan

At Revé, we are committed to creating a warm and inclusive environment where **every guest and employee can fully enjoy and participate in our experiences**. Guided by the Accessibility for Ontarians with Disabilities Act (AODA) and the Integrated Accessibility Standards Regulation (IASR), we strive to identify, remove, and prevent barriers to accessibility across our restaurant, our events, and our digital spaces.

This multi-year plan outlines our ongoing strategy to maintain and improve accessibility.

### Our Commitments under AODA & IASR

In accordance with Ontario's accessibility legislation, Revé will:

1. **Post and maintain this Multi-Year Accessibility Plan on our website.** 2. **Provide the plan and our accessibility policies in accessible formats** (large print, braille, or digital text) upon request. 3. **Review and update the plan at least once every five years**, or sooner if needed. 4. **Consult people with disabilities** when reviewing and updating the plan. 5. Ensure all employees are trained on Ontario's accessibility standards and the Ontario Human Rights Code as it relates to people with disabilities.

### Accessible Customer Service & Communications

- Revé is committed to **respectful, accessible customer service** that meets the communication needs of people with disabilities. - Our team is trained to interact and communicate in a way that accommodates guests' specific needs. - Upon request, we will provide information—such as menus, event materials, and website content—in alternative formats or with communication supports. - Our website is being maintained and updated to comply with **WCAG 2.0 Level AA** web accessibility standards to ensure that online reservations, menus, and event details are accessible to everyone.

### Employment Practices

- Revé is an **equal-opportunity employer** and will provide accommodation to people with disabilities throughout the hiring process and during employment. - We include clear statements of accessibility and accommodation in job postings. - We work with employees to develop individual accommodation plans, support return-to-work arrangements after disability-related absences, and remove workplace barriers.

### Design of Public Spaces

- Revé will meet or exceed AODA standards when **building or making major modifications to public spaces**, including entrances, seating areas, and washrooms. - Accessible elements of our facility will be **regularly maintained and promptly repaired** to avoid service disruptions. - Should a temporary disruption occur (for example, an elevator repair), we will post clear, timely notices and provide alternative access where possible.

### Ongoing Training & Feedback

- All team members receive **ongoing accessibility training** appropriate to their roles. - We welcome

feedback on how we can improve accessibility. Guests may contact us by phone, email, or in person, and can request alternative formats of our policies or plan at any time.

Contact for feedback or alternative formats:

**\*\*Revé\*\* ■ Niagara-on-the-Lake, Ontario ■ [info@byreve.com](mailto:info@byreve.com) ■ (289)2720145**

#### Statement of Commitment

Revé believes that **\*\*gathering and hospitality are for everyone\*\***. We are dedicated to providing an environment where guests and employees of all abilities can maintain independence and dignity. We will continue to identify and remove barriers, follow all applicable Ontario accessibility laws, and review our practices regularly to ensure compliance and continuous improvement.

By embedding accessibility into our customer service, employment practices, public spaces, and digital presence, Revé is committed to being an inclusive and welcoming destination for all.