

Elco Systems is committed to building a workplace where **every employee—including people with disabilities—can contribute fully, safely, and equitably**. Our strategy integrates accessibility, anti-ableism, and inclusive leadership into all aspects of our operations. This executive summary outlines the core pillars guiding our action plan.

1. Strategic Commitment

Elco Systems recognizes accessibility as a fundamental component of organizational excellence. We commit to removing barriers, promoting equitable opportunities, and fostering a culture where diversity is valued as a driver of innovation and performance.

2. Key Priorities

Accessibility & Barrier Removal

- Conduct annual accessibility audits across facilities, digital platforms, and communication tools.
- Ensure all documents, systems, and workflows meet accessibility standards (WCAG).
- Provide accommodations promptly, transparently, and without stigma.

Inclusive Recruitment & Advancement

- Implement accessible hiring practices and unbiased selection processes.
- Train managers on disability inclusion and anti-ableism.
- Create mentorship and development pathways for employees with disabilities.

Culture of Inclusion & Anti-Ableism

- Deliver mandatory training on accessibility, inclusive communication, and respectful workplace practices.
- Encourage safe disclosure and normalize disability inclusion.
- Support Employee Resource Groups (ERGs) focused on disability inclusion and caregiver support.

3. Leadership & Accountability

Leadership will champion EDI initiatives, allocate resources, and model inclusive behaviors. Managers will ensure accessible team practices, while HR will track progress, maintain policies, and coordinate training. All employees share responsibility for contributing to an inclusive culture.

4. Implementation Roadmap

- **Year 1:** Launch accessibility audit, publish accommodation policy, deploy mandatory training.
- **Year 2:** Implement accessibility upgrades, integrate inclusive recruitment processes, establish ERG.
- **Year 3:** Evaluate KPIs, refine strategy, expand leadership development programs.

5. Measurement & Reporting

Progress will be monitored through KPIs such as:

- Representation, retention, and promotion of employees with disabilities.
- Manager training completion rates.
- Number of barriers identified and removed.
- Employee inclusion and satisfaction scores.

Annual reports will ensure transparency and continuous improvement.

Summary

Elco Systems' disability inclusion and EDI strategy strengthens our culture, enhances employee well-being, and supports sustainable organizational growth. By embedding accessibility and inclusion into leadership, operations, and daily practices, Elco Systems ensures that every individual can thrive and contribute meaningfully.