

Westport Woods Hotel & Spa



Mission - By signing this Charter, we are committing to transform our business to be accessible, equitable, inclusive and sustainable for our employees, customers, and stakeholders.

Actions – We have partnered with **Universal Access**[®] to create systemic change through their Accessibility and Disability Inclusion Framework. This framework of measurable and tangible actions covers the following functional areas:

- **Leadership & Culture** – Lead and drive systematic change across the entire value chain of our business.
- **Awareness & Innovation** – Provide disability awareness training on authentic inclusion and enable innovation.
- **Built Environment, Products and Services** - Progressively make our facilities, buildings, products, services, and maintenance accessible and inclusive through a universal design approach.
- **Policy and Organisation Development** – Develop accessible and inclusive processes through our policies to represent the full human diversity of our employees and customers.
- **Recruitment** – Promote equitable opportunities for persons with disabilities through a bias and barrier free recruitment process.
- **Retention** – Deliver a person-centred workplace to retain, develop and progress our employees including those who may acquire a disability or reduced function due to age.
- **Communications** – Deliver fully accessible and inclusive communications that is equitable for all employees and customers.
- **Digital Accessibility** – Ensure our employees and customers with disabilities can navigate and interact with our digital assets.
- **Procurement** – Follow a Universal Design process in the procurement of products and services.
- **Measurement, Evaluation and Accountability** - Measure, evaluate, and report our organisation's on-going accessibility and inclusion progress to all stakeholders internally and externally.

Signed: Michael Lennon

Date: 21st April 2023