



## **STATEMENT OF COMMITMENT TO ACCESSIBILITY**

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Silcotech is committed to providing an environment that allows our employees, job applicants, suppliers, visitors, and others who access our services or premises to maintain their dignity and independence.

We are committed to ensuring our company's compliance with accessibility legislation by preventing and removing barriers to accessibility. By making this commitment, we will provide equal opportunities and integration.

We respect and uphold our requirements under the Accessibility for Ontarians with Disabilities Act (2005), (referred to as "AODA" or the "Act") and its various regulations and standards.

We will train our staff on Ontario's accessibility laws and accessibility aspects of the Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of our employees.

We are committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communication materials in accessible formats or with communication supports. This includes publicly available information about our goods, services and facilities.

We will provide, if needed, customized workplace emergency plans for our employees who have disabilities.

We will amend this statement of commitment from time to time as regulations come into force that apply to our organization.