

## THE ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT (AODA)

The *Accessibility for Ontarians with Disabilities Act (AODA), 2005* is legislation passed by the Government of Ontario in 2005 for the purpose of making Ontario fully accessible by persons with disabilities by 2025. The *AODA* created Accessibility Standards aimed at addressing systemic discrimination in five general areas:

- Customer Service
- Transportation
- Information and Communications
- Employment
- Built Environment

Collectively, the Accessibility Standards create a set of obligations that are intended to help persons with disabilities to fully participate in Ontario society. Matcor Metal Fabrication fully supports the inclusion of persons with disabilities in all of its operations. In accordance with the requirements of *AODA* and the Ontario *Human Rights Code*, Matcor Metal Fabrication strives to conduct its business in a way that is accessible, inclusive and responsive to the needs of persons with disabilities.

The *AODA* Standards come into effect on various dates until 2025. These accessibility standards are a significant step toward the goal of a barrier-free Ontario. Matcor Metal Fabrication fully supports this goal and is committed to meeting the requirements of the Accessibility Standards as they pass into effect. When new or revised standards are developed under the *AODA*, the Company's policies, practices and procedures will be reviewed and updated as necessary.

Matcor Metal Fabrication policies are intended to benefit the full range of persons with disabilities, as defined in the Ontario *Human Rights Code*. Whether a person's disability is apparent or not, everyone should be treated with courtesy and have their need for accommodation respected. Matcor Metal Fabrication takes its responsibilities under *AODA* and the Ontario *Human Rights Code* seriously and is committed to making its factories accessible to our customers, shareholders and employees with disabilities.

Should you have any questions regarding our *AODA* policies, practices and procedures, please speak to a member of the Human Resources Team.

John Bogoje

June 3, 2021

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John Bogoje  
President

Date