

 STRESSCRETE GROUP Quality People • Quality Products	AODA Statement of Commitment				
	<i>Version:</i> 1.0	<i>Date:</i> January 1, 2014	<i>Review Date:</i>	<i>Written by:</i> Jacki Blythe	<i>Sr Mgmt Approval:</i> Michael Schwenger Jr.

The StressCrete Group’s Burlington, Ontario facility supports the principles established in the Accessibility for Ontarians with Disabilities Act (2005). The Company is committed to meeting the needs of disabled persons in a timely manner and removing barriers by providing all disabled persons with treatment that is fair, respectful, and dignified.

In fulfilling this commitment, the Company has developed policies and procedures designed to:

- outline accommodations the company will make for disabled persons, including but not limited to: employees, customers, suppliers, agents, business associates, job applicants and guests;
- meet or exceed legislative requirements as per the Accessibility for Ontarians with Disabilities Act; and
- ensure all persons, regardless of physical capabilities, receive exceptional service in accordance with the StressCrete Group’s Gold Standards.

These procedures include employee training and ongoing review of our policies and standards.

The Company’s full “Policy Regarding Accessibility for Persons with Disabilities” and “AODA Accessibility Plan” are available in printed form, on the Company Z drive, and on our website, www.stresscretegroup.com.

These documents and other written materials or videos will be provided in an accessible format upon request. The StressCrete Group uses accessible formats and communication supports including large print, transcripts, signage and pictograms, and readers for information that must be received audibly.

For more information, or to provide feedback on the StressCrete Group’s policy or accommodation methods for persons with disabilities, please email customerservice@stresscrete.com. All feedback will be directed to Jacki Blythe, Human Resources Manager, and those requiring a response can expect to hear back within two business days.