

Western 	WESTERN-PLY-05.5	Effective Date: August 1, 2026
	AODA Policy	
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Developed By: Tina Beausoleil, Safety & Sarah Lawlor, Safety		Date: July 12, 2024
Reviewed By: Tina Beausoleil, Safety & Sarah Lawlor, Safety		Date: July 10, 2026
Approved By: Peter Duivenvoorden, President		Date: July 31, 2026

AODA Policy

The senior management of Western Mechanical Electrical Millwright Services Ltd. is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

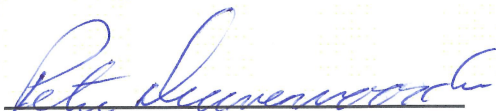
Western Mechanical Electrical Millwright Services Ltd. understands that obligations under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and its accessibility standards do not substitute or limit its obligations under the Ontario Human Rights Code or obligations to people with disabilities under any other law.

Western Mechanical Electrical Millwright Services Ltd. is committed to excellence in serving and providing goods, services or facilities to all customers including people with disabilities.

Our accessible customer service policies are consistent with the principles of independence, dignity, integration, and equality of opportunity for people with disabilities.

We recognize that a safe and inclusive work environment can only be established and sustained through a united effort by all employees and subcontractors. We are committed to working jointly with relevant personnel including workers in the development and implementation of our accessibility program.

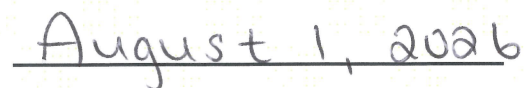
This policy will be reviewed annually to ensure that it meets the needs of the company, and is made available to all employees, subcontractors, and the public.



Peter Duivenvoorden

[President's Signature]

[On behalf of Senior Management]



[Date]