



## **Commitment to Accessibility, Accommodation, and Integration of Persons with a Disability Policy Statement**

The RESTORERS Group Inc. is a national building restoration construction contractor committed to maintain a professional work environment that is safe, where employees, customers and visitors with disabilities are treated with respect. The commitment extends to their individual need for accessibility and/or accommodation including the removal and prevention of barriers at all company permanent facilities and temporary workplaces across Canada.

The RESTORERS Group Inc. supports the full inclusion of persons with disabilities as set out in the Canadian Charter of Rights and Freedoms, Ontario and other Provincial Human Rights Codes, Ontarians with Disabilities Act (ODA), and the Accessibility for Ontarians with Disabilities Act (AODA). The equal opportunity and integration initiatives practiced at The RESTORERS Group Inc. allow people with disabilities to maintain their dignity and independence.

Publication and initial implementation of the Accessibility Standards for Customer Service Policy began in 2012. Since initial implementation, periodic updates to the policy and the 'feedback' process are being incorporated to promote acceptability of assistive devices, service animals and support persons at all company facilities and temporary workplaces.

The RESTORERS Group Inc. ensures that all employees and the employees of sub-contractors are provided with training relating to their respective legislated roles, responsibilities and duties when interacting with persons with a disability.

Every effort will be given to continuous improvement of the website and use of communication methods / tools between the company and persons with a disability. The methods / tools will address the nature of the person's disability and reduce obstructions to the exchange and access of information.

The RESTORERS Group Inc. is committed to promote employment opportunities and accommodation for individuals with disabilities throughout the employment recruitment, application, and assessment process. The commitment extends into the employment relationship with processes for individual accommodation plans, return to work, performance assessment, career development and redeployment.

When the company becomes aware of the need for individualized workplace emergency response information, then the company will provide specific information to aid a person with a disability during an emergency.

Self service kiosks for public or internal company use are not utilized to access services, products, or information, however, the company is committed to modifying existing policies, practices and procedures as required for persons with a disability.

*Ray Parmentier*  
President

Date