

Grascan Construction Ltd. (Grascan) is committed and guided by the four core principles of dignity, equal opportunity, integration and independence, and supports the full inclusion of persons as set out in the *Canadian Charter of Rights and Freedoms* and the *Accessibility for Ontarians with Disabilities Act, 2005*.

This policy is intended to meet the requirements of the Integrated Accessibility Standards, Ontario Regulation 191/11 (Integrated Regulation) for the Employment Standard set forth under the *Accessibility for Ontarians with Disabilities Act, 2005*. The Employment Standard builds upon the existing requirement under the Ontario *Human Rights Code* in relation to accommodating individuals with disabilities throughout the job application process and the employment relationship.

Grascan will use every reasonable effort to ensure the needs of people with disabilities are met in a timely manner through the implementation of this policy.