

At Grascan Construction Ltd. (Grascan), our unwavering goal is to consistently meet or surpass customer expectations, including those of customers with disabilities. We are dedicated to upholding the dignity and independence of individuals with disabilities. Regardless of whether a person's disability is readily apparent, every individual will be treated with respect, hospitality, and their need for accommodation will be honored in all interactions with Grascan and its staff.

Grascan has established an **Accommodation on the Basis of Disability Program** with the following objectives:

1. Promote and maintain an environment conducive to the involvement of individuals with disabilities, whether they are clients, customers, business partners, or employees.
2. Educate Grascan employees about the significance of facilitating access for individuals with disabilities and about the provisions outlined in Grascan's Accessibility Policy.
3. Ensure compliance with applicable legislation, regulations, and standards concerning persons with disabilities.

As per the Grascan Accommodation on the Basis of Disability Program, we encourage feedback regarding the effectiveness of our services for individuals with disabilities.

Please [click here](#) to view our complete **Employment Standard Statement of Commitment Policy**.

Should feedback include a complaint, we will endeavor to address the issue promptly. However, in all instances, complaints will be acknowledged and responded to within 30 days.

To review our **Multi-year Accessibility Plan**, [click here](#).

At Grascan, we are committed to fostering inclusivity and providing accessible information and communications. If you require an accessible communication format or assistance in navigating this site, or if you have suggestions on how we can enhance accessibility for individuals with disabilities, please contact compliance@grascan.com