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## Statement of Commitment Accessibility for Ontarians with Disabilities Act

AV Gauge & Fixture Inc. is committed to treating all people with disability (as defined by Ontario Human Rights Code) in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity and are committed to meeting the needs of people with disabilities in a timely manner. We will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (2005).

### Integrated Accessibility Standard (IAS)

AV Gauge & Fixture Inc. has developed and made available upon request, this policy and a multi-year accessibility plan which outlines the actions we will put in place to improve opportunities for people with disabilities. Please refer to the multi-year plan for details about how AV Gauge & Fixture Inc. will address Information and Communication, Employment and Training under the IAS regulation.

For more information on this policy or the multi-year accessibility plan, please contact Human Resources Coordinator at [hr@avgauge.com](mailto:hr@avgauge.com).

Accessible forms of this document and the accessibility plan are available upon request.