



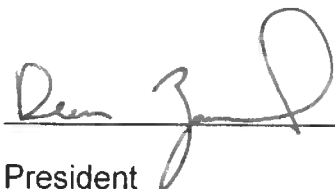
### **Statement of Commitment to Accessibility**

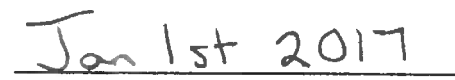
Niagara Fasteners Inc. is committed to providing a barrier-free environment for all stakeholders including our clients/customers, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act (2005)*, and its associated standards and regulations.

Our organization understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, hiring, workplace information, performance management and best practices. We will review these policies and practices annually, and as organizational changes occur, or in anticipation of compliance deadlines. In addition, we will strive to meet the needs of individuals with disabilities in a timely and effective manner.

Providing an accessible and barrier-free environment is a shared effort, and as an organization, is committed to working with the necessary parties to make accessibility for all a reality. For more detailed information on our accessibility policies, plans, and training programs, please contact the President.

Dean Zaniol  
President  
deanz@niagarafasteners.com  
905-356-6887 (p)  
905-356-5747 (f)

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Date