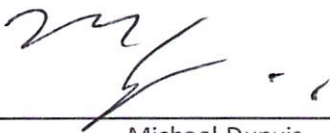

STATEMENT OF COMMITMENT

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT – AODA

Hydro Tech is committed to accommodating individuals with disabilities 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 (AODA) (2005), and its associated standards and regulations which sets out a process for developing and enforcing accessibility standards. We place a strong emphasis on aiming to create a fair, inclusive and equitable environment for individuals with disabilities.

We recognize that disability can intersect with other identities - including race, ethnicity, gender, and sexual orientation - which can reinforce overlapping and interdependent systems of discrimination or disadvantage.

- Ensure that all people are treated with equity, dignity, and respect.
- Ensure that persons with disabilities can access and experience any of Hydro Tech's activities, services and information.
- Ensure that persons with disabilities receive the same value and quality of activities, services and information.
- Allow people with disabilities to do things their own way and at their own pace when participating in activities and accessing information and services, as long as this does not present a safety risk.
- Use alternate methods when required to ensure that people with disabilities have access to the same activities, services, and information and in a similar manner.
- Accommodate individual needs when providing services and information;
- Communicate in a manner that takes into account the person's disability.
- Accommodate employees so that they can fulfill their work requirements.

A handwritten signature in black ink, appearing to read 'Michael Dupuis'.

Michael Dupuis
Owner

A handwritten signature in blue ink, appearing to read 'Holly Lasante'.

Holly Lasante
Manger, Human Resources