



3003 Page Street
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Statement of Commitment Accessibility for Ontarians with Disabilities Act, 2005

The John Aarts Group Ltd., which collectively refers to: J-AAR Excavating Limited; AAROC Aggregates Ltd.; AAROC Equipment; Concrete Forming (1980); Dutch Brothers Ready Mix Ltd; As such, AODA awareness is integrated into all workplaces. We will endeavor to ensure that all John Aarts Group projects, sites, and work locations meet the Accessibility for Ontarians with Disabilities Act, 2005.

John Aarts Group Ltd. is committed to providing an accessible environment for all clients, employees, job applicants, suppliers, and visitors who may enter our premises, access our information, or use our services.

As an organization, we respect and comply with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. We strive to provide an accessible and welcoming environment for everyone by identifying and removing barriers in our workplace and ensuring that new barriers are not created.

The company ensures that persons with disabilities are provided with equal opportunities. We are committed to meeting the needs of individuals with disabilities in a timely and integrative manner that respects their dignity and independence.

Ryan Aarts
CEO

January 1, 2023



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