



J-AAR  
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London, ON  
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## **Statement of Commitment Accessibility for Ontarians with Disabilities Act, 2005**

J-AAR, which collectively refers to: J-AAR Civil Infrastructures Limited; J-AAR Materials Limited.; 731695 Ontario Ltd o/a J-AAR Assets & Logistics; J-AAR Structures Limited; Dutch Brothers Ready Mix Ltd; As such, AODA awareness is integrated into all workplaces. We will endeavor to ensure that all J-AAR Group projects, sites, and work locations meet the Accessibility for Ontarians with Disabilities Act, 2005.

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J-AAR 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  
(name change April 1, 2024)