



STATEMENT OF COMMITMENT TO ACCESSIBILITY

January 2026

Richards-Wilcox Canada is committed to providing a barrier-free environment for our employees, job applicants, clients/customers, suppliers, visitors, and other stakeholders who enter our premises or access our information. As an organization, we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005), and the Integrated Accessibility Standard Regulation for Customer Service, Employment, Information and Communications.

Our organization has made a commitment to accessibility for everyone who uses our services. Richards-Wilcox Canada has an important responsibility for ensuring a safe, dignified and welcoming environment for everyone. We are committed to ensuring our organization's compliance with accessibility legislation by incorporating policies, procedures, training for employees, and best practices. We will review these policies and practices on a regular basis. Our commitment to making our organization accessible to everyone includes the integration of accessibility legislation with our policies, procedures, programs, and training.

Richards-Wilcox Canada realizes that providing accessible and barrier-free environments for everyone is a shared effort. As part of a community, we will work towards making accessibility happen. For more detailed information on our accessibility policies, plans and training programs, please contact Human Resources.

Sincerely,

Jesus Lagunas
President