

Accessibility for Ontarians with Disabilities Act Compliance of Section 30(1) of the IASR

Talent and Performance Management

P.J. Daly Contracting Limited will provide alterations and assistance throughout our talent, performance management or career development processes, to accommodate the needs of an employee with disabilities.

When completing formal or informal performance reviews, we will accommodate individuals as outlined within our Information and Communications, and Employment sections of P.J. Daly Contracting Limited's multi-year accessibility plan, as follows:

- ✓ Determine suitable accommodation, by consulting with the employee, that considers the employee's accessibility needs due to a disability
- ✓ Develop and put in place a process for developing individual accommodation plans
- ✓ Arrange for the provision of accessible formats and communication supports for employees, upon request and in consultation with the employee
- ✓ Prevent or remove other accessibility barriers as or if identified

Sincerely,

Human Resources
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