



ACCESSIBILITY POLICY

The management of Carbon Steel (i.e. Carbon Steel Profiles Limited) is committed to excellence in serving all customers and employees, including people with disabilities. We shall be guided by the principles of independence, dignity, integration and equal opportunity when dealing with people with disabilities. Any Carbon Steel policy that does not respect and promote the dignity and independence of people with disabilities will be modified or removed.

All employees will be trained as appropriate on the policies and procedures that affect the way we provide goods and services to people with disabilities as well as the way in which we recruit, develop and advance people with disabilities. Training will address, as appropriate:

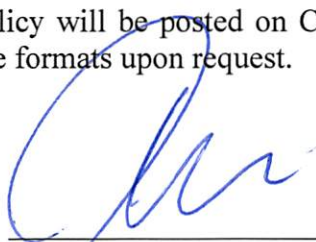
- the use of assistive devices used by or provided for use by Carbon Steel
- ways to communicate that take into account a person's disabilities
- accommodation of service animals and support people on our premises
- individualized workplace emergency response plans

Training will be provided as part of a new employee's orientation and when changes are made to these policies and procedures.

Customers who wish to provide feedback on the way that Carbon Steel provides goods and services to people with disabilities may do so by phone, fax, email or in writing. These communications should be directed to:

Carbon Steel Profiles Limited
2190 Williams Pkwy E
Brampton, ON L6S 5X7
Attn: Marie Dempsey, Human Resources
Phone: 905-799-2427 ext. 147
Fax: 905-799-1916
Email: Marie@carbon.ca

This policy will be posted on Carbon Steel's website at www.carbon.ca and made available in alternate formats upon request.



Darren McNair, President

March 17, 2021

Date