


Accessibility Policy		
	TITLE: Accessibility Policy	
	EFFECTIVE DATE: June 14, 2021	
	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">PAGES: 1</td> <td style="width: 50%;">REV LEVEL: 02</td> </tr> </table>	PAGES: 1
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J2 Management Corp. inclusive of A.G. Simpson Automotive Inc., A.G. Simpson (USA) Inc., Tiercon Corp., Coplas Inc., and all other subsidiaries (collectively referred to as the “Company” or “J2”), is committed to ensuring equal access and participation for people with disabilities.

J2 is committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in inclusion and integration and are committed to meeting the needs of people with disabilities in a timely manner. We do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under all applicable laws governing accessibility standards.

J2 trains employees on accessibility laws and the applicable human rights legislation. We train our employees in accessibility as it relates to their specific roles.

We communicate with people with disabilities in ways that consider their disability. When asked, we provide information about our organization and its services, including public safety information, in accessible formats or with communication support.

We notify employees, potential hires and the public that accommodation can be made during recruitment and hiring and onboarding processes.

We notify employees that support is available for those with disabilities. We put in place a process to develop individual accommodation plans for employees as required.

Where needed, we also provide customized emergency information to help any employee with a disability in the event of an emergency.

Our performance management and career development processes take into account the accessibility needs of all employees.

We modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities.

We maintain statutory compliance and continuance improvement through ongoing monitoring including an annual management system review.

Dated: June 2021, Revised March 2023, April 2024 (revised- format & document owners/approver)	
Document Owner: Louise Gaudette Corporate Human Resources Director	Document Approver: Michelle Sund Chief Financial Officer