



TALLMAN TECHNOLOGIES INC.

ACCESSIBILITY STANDARD

Tallman Technologies Inc. is committed to providing a working and learning environment that is accessible and inclusive to all employees and visitors to our facility. It is the policy of Tallman Technologies Inc. that its environment will be free from discrimination and harassment as defined by the Ontario Human Rights Act.

Tallman Technologies Inc. will strive to ensure its' policies, practices and procedures are consistent with the following core principles as outlined in the AODA.

- i. Goods and Services are provided in a respectful manner to persons with disabilities that does not lessen a person's importance.
- ii. Accommodate persons' disabilities by respecting their right to do for themselves and to choose the way they wish to receive the goods and services.
- iii. Persons with disabilities may require alternative formats and a flexible approach to allow them to access all goods and services.
- iv. Disabled persons will be provided goods and services that are equal to those given to others.

Communication with a disabled person will be provided in a manner that takes into account a persons' disability. Tallman Technologies Inc. is committed to providing training to all current and future employees, and consultants working for our company.

This training will include:

- a) A review of the purposes of the AODA and the requirements of the Accessibility Standards for Customer Service.
- b) How to interact and communicate with persons' with various types of disabilities.
- c) Interaction with disabled persons' who use assistive devices, a service animal or a support worker.
- d) The use of available equipment or devices that may assist with providing services to disabled persons'.
- e) Assisting a disabled person who may be having a difficulty in assessing AODA services.
- f) Develop and review policies, procedures and practices relating to providing services to disabled persons'.



When there is a disruption of services a disruption of service notice will be posted at the main entrance to Tallman Technologies Inc.

Persons who require service animals will have access to our facility unless for the reasons of health and safety of others will be compromised. If necessary a risk assessment will be conducted based on but not limited to allergies of others, chemical exposure to the service animal, noise exposure or equipment hazards. If a support person is required they may also have access to our facility provided their interaction does not compromise any health and safety policies of our company.

The delivery of services to a disabled person may require change and will be continually assessed for improvement. This will be ascertained from feedback via telephone, email, mail, or in person from disabled persons and or employees. All information will be evaluated on a timely basis.

I Michael Strelbisky, President of Tallman Technologies Inc. Co Ltd certify that this statement is complete and accurate.

A handwritten signature in black ink, appearing to read "M. Strelbisky", written over a horizontal line.

Michael J. Strelbisky, President

December 17, 2012

Date

A handwritten signature in black ink, appearing to read "M. Strelbisky", written over a horizontal line.

Michael J. Strelbisky, President

January 15, 2018

Review Date