

## ACCESSIBILITY STATEMENT OF ORGANIZATIONAL COMMITMENT

Matrix Solutions Inc. (Matrix) is committed to ensuring equal access and participation, and treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner by preventing and removing barriers to accessibility, cooperatively engaging in an accommodation process that considers potential accommodation solutions, providing relevant training, and ensuring that the accessibility needs of employees with disabilities are taken into account during our recruitment, employment, performance management, career development, and redeployment processes; and by meeting accessibility requirements under the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA; Government of Ontario 2016) and the *Ontario Human Rights Code* (Government of Ontario 2021). It is our firm conviction that our culture values diversity and inclusivity, as it is critical to the success of our business. Matrix policies will respect and promote the principles of dignity, independence, integration, and equal opportunity for all; and either be modified or removed in the event any is found to not meet these principles. Our commitment involves creating and sustaining an environment wherein unique differences are valued, and employees are empowered to contribute to their full potential in achieving superior business results. Our philosophy extends to all stakeholders including employees, partners, suppliers, and customers.

## REFERENCES

Government of Ontario. 2021. *Ontario Human Rights Code*. R.S.O. 1990, c. H. 19. Consolidation Period from April 19, 2021. <https://www.ontario.ca/laws/statute/90h19>

Government of Ontario. 2016. *Accessibility for Ontarians with Disabilities Act, 2005*. S.O. 2005, c. 11. Consolidation Period from April 19, 2016. <https://www.ontario.ca/laws/statute/05a11>