

ACCESSIBILITY STATEMENT OF ORGANIZATIONAL COMMITMENT

Matrix Solutions Inc. is committed to 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, providing relevant training, and ensuring that the accessibility needs of employees with disabilities are taken into account during our recruitment, performance management, career development, and redeployment processes; and by meeting accessibility requirements under the *Accessibility for Ontarians with Disabilities Act, 2005* (Government of Ontario 2009) and the *Ontario Human Rights Code* (Government of Ontario 2016). It is our firm conviction that our culture values diversity and inclusivity, as it is critical to the success of our business. 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, suppliers, and customers.

REFERENCES

Government of Ontario. 2016. *Ontario Human Rights Code*. R.S.O. 1990, c. H. 19. Consolidation Period from January 1, 2016 to January 14, 2016. <https://www.ontario.ca/laws/statute/90h19>

Government of Ontario. 2009. *Accessibility for Ontarians with Disabilities Act, 2005*. S.O. 2005, c. 11. Consolidation Period from December 15, 2009 to January 14, 2016. <https://www.ontario.ca/laws/statute/05a11>