

# HGC MANAGEMENT INC

## ACCESSIBILITY POLICY

### Statement of Commitment

**HGC Management is committed to ensuring it meets Ontario Accessibility and Human Rights Standards for a workplace in the areas of Information and Communication and Employment as set out the Ontario Accessibility Standards Regulations and Human Rights Code.**

#### **For Employment**

**HGC Management** is committed to building a skilled, inclusive workforce reflective of Canadian society. As a result, it promotes employment equity.

**HGC Management** is also committed to developing inclusive, barrier-free selection processes and work environments by offering accommodations where practical.

**HGC Management** is also committed to assisting recovered Employees to return to work with an agreed to return to work program.

**HGC Management** is also committed to informing and training employees of our employment commitment and policies.

#### For Information and Communications

**HGC Management** is committed if requested to providing information including emergency response information in a suitable format for accessibility.

**HGC Management** is also committed to providing information on its website to applicable legislated standards.

This revised Accessibility policy was adopted by the Board of Directors of HGC Management Inc. on January 2<sup>nd</sup> 1998 and reviewed January 5<sup>th</sup>, 2026.

*Herb Lambacher*

Herb Lambacher  
President & Secretary-Treasurer  
HGC Management