

INTEGRATED ACCESSIBILITY STANDARDS POLICY
(includes General Requirements, information and Communication
Standard and Employment Standard)

The following policy has been established by ABS Machining Inc., to govern the provisions of services in accordance with Regulation 191/11, "Integrated Accessibility Standards" ("Regulation") under the Accessibility for Ontarians with Disabilities Act, 2005.

These standards are developed to break down barriers and increase accessibility for persons with disabilities in the areas of information and communications and employment.

ABS Machining Inc. is governed by this policy as well as the Accessibility Standards for Customer Service Policy, and the Accessibility for Ontarians with Disabilities Act, 2005, in meeting the accessibility needs of persons with disabilities.

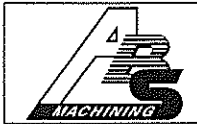
1. COMMITMENT

ABS Machining 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 persons with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

2. MULTI YEAR ACCESSIBILITY PLAN

ABS Machining Inc. will develop, maintain and document an Accessibility Plan outlining the company's strategy to prevent and remove barriers from its workplace and to improve opportunities for persons with disabilities.

The accessibility plan will be reviewed and updated at least once every five years, and will be posted on the company's website. Upon request, ABS Machining Inc. will provide a copy of the Accessibility Plan in an accessible format.



3. TRAINING EMPLOYEES AND VOLUNTEERS

ABS Machining Inc. will ensure that training is provided on the requirements of the accessibility standards referred to in the Regulation and continue to provide training on the Human Rights Code as it pertains to a persons with disabilities to

1. All its employees and volunteers;
2. All persons who participate in developing ABS Machining Inc.'s policies; and,
3. All other persons who provide goods, services or facilities on behalf of the company

The training will be appropriate to the duties of the employees, volunteers and other persons

Employees will be trained when changes are made to the accessibility policy. New employees will be trained as soon as possible and normally within their probationary period.

ABS Machining Inc. will keep record of the training it provides.

4. INFORMATION AND COMMUNICATIONS STANDARDS

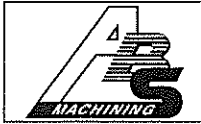
4.1 Feedback

ABS Machining Inc. will continue to ensure that its process for receiving and responding to feedback is accessible to persons with disabilities by providing, or arranging for the provision of, accessible formats and communications supports, upon request.

4.2 Accessible Formats and Communication Supports

Upon request, ABS Machining Inc. will provide, or will arrange for the provision of, accessible formats and communication supports for persons with disabilities in a timely manner that takes into account the person's accessibility needs due to disability

ABS Machining Inc. will consult with the person making the request in determining the suitability of an accessible format or communication support



ABS Machining will also notify the public about the availability of accessible formats and communication supports.

4.3 Accessible Websites and Web Content

ABS Machining Inc. will ensure that the company's website, including web content, conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, at Level AA except where this is impracticable.

5. EMPLOYMENT STANDARDS

5.1 Recruitment

ABS Machining Inc. will notify its employees and the public about the availability of accommodation for applicants with disabilities to support their participation in its recruitment process

5.2 Recruitment, Assessment or Selection Process

ABS Machining Inc. will notify job applicants, when they are individually selected to participate further in an assessment or selection process, that accommodations are available upon request in relation to the materials or processes to be used in the recruitment, assessment and selection process.

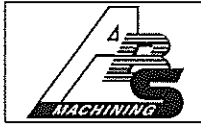
If a selected applicant requests an accommodation in the process, ABS Machining Inc. will consult with the applicant and provide, or arrange for the provision of, a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.

5.3 Notice to Successful Applicants

When making offers of employment, ABS Machining Inc. will notify the successful application of its policies for accommodating employee with disabilities.

5.4 Informing Employee of Supports

ABS Machining Inc. will continue to inform its employees of its policies (and any updates to those policies) used to support employees with disabilities, including policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability. This information will be provided to new employees as soon as possible after commencing employment.



5.5 Accessible formats and communications supports for employees

Upon the request of an employee with a disability, ABS Machining Inc., will consult with the employee to provide, or arrange for the provision of, accessible formats and communication supports for information that is needed to perform his/her job, and information that is generally available to other employees. In determining the suitability of an accessible format or communication support, ABS Machining Inc. will consult with the employee making the request

5.6 Workplace Emergency Response Information

ABS Machining Inc. will provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary, and if ABS Machining Inc. is aware of the need for accommodation due to the employee's disability. ABS Machining Inc. will provide this information as soon as possible after becoming aware of the need for accommodation.

An employee who requires individualized workplace emergency response assistance due to a disability will inform the Director of Human Resources and together they will document the individualized workplace emergency assistance plan. With the employee's consent, ABS Machining Inc. will provide a copy of the completed form to the person(s) designated by ABS Machining to provide assistance to the employee during an emergency. The completed form will be kept in the employee's Human Resources file.

The employee is responsible for initiating any updates to the document that may be required due to changes in 1) accommodation needs or plans, 2) work location, 3) any other changes which would impact the employee's emergency assistance plan.

5.7 Return to Work Process

ABS Machining Inc. maintains a documented return to work process for its employees who have been absent from work due to a disability and who require disability-related accommodations in order to return to work



The return to work process outlines the steps ABS Machining Inc. will take to facilitate the return to work and will include documented individual accommodation plans as part of the process.

This return to work process will not replace or override any other return to work process created by or under any other statute (i.e. the Workplace Safety Insurance Act, 1997)

5.8 Performance Management, Career Development and Advancement & Redeployment

ABS Machining Inc. will take into account the accessibility needs of employees with disabilities, as well as individuals accommodations plans, when conducting performance management, providing career development and advancement to employees, or when redeploying employees.

6. QUESTIONS ABOUT THIS POLICY

This policy has been developed to break down barriers and increase accessibility for persons with disabilities in the areas of information and communication and employment. If anyone has a question about the policy, please contact:

6.1 External Inquiries

Customer related inquires or any employment related inquiries may be made by:

- Calling: 905-625-5941 x 239
- Faxing: 905-625-5010
- Emailing the inquiry to kmitchell@absmachining.com, Attention: AODA
- Mailing the inquiry to ABS Machining Inc., 1495 Sedlescomb Drive, Mississauga ON, L4X 1M4, Attention Human Resources – AODA

6.2 Internal employment related inquiries

Any inquiries or concerns may be directed to the human resources department.