



Accessibility - Statement of Organizational Commitment

Aecon is committed to providing an accommodating environment to all individuals (employees and clients), whatever their ability, and ensuring all services are received in an accessible and timely manner. Aecon is also committed to maintaining current and effective processes by consulting with key stakeholders who will aid in the overall ability to enhance the accessibility to persons with disabilities.

Accessibility Policy

Aecon strives at all times to promote an equitable and diversified environment for our clients and employees. We believe in the importance of clearly defined, uniformly embraced values that guide the company in sustaining high quality and excellent service delivery. We are committed to meeting the objectives and requirements under the Accessibility for Ontarians with Disabilities Act, 2005 ("AODA") and the accessibility needs of persons with disabilities with respect to Aecon's programs, services and facilities, in a timely manner.

Notice of Availability - Accessible Customer Service Policy

Aecon has an Accessible Customer Service Policy which is consistent with the principles of independence, dignity, integration and equality of opportunity for people with disabilities. Our Customer Service Policy can be provided upon request, including provision in accessible formats, by contacting aecon@aecon.com or by calling 1.416.297.2600 and asking to be transferred to the Senior Vice President, Human Resources.

Accessibility Multi-year Plan

Aecon is committed to the development and maintenance of a Multi-Year Accessibility Plan ("Accessibility Plan") outlining the company's strategy to prevent and remove barriers impacting persons with disabilities. Our Accessibility Plan will be consistently under review until all objectives are carried out in accordance with the timeframes set out in the Integrated Accessibility Standard. In addition, the Accessibility Plan will be reviewed and updated at least once every five years. Copies of the Accessibility Plan can be provided in alternate format, upon request.

Accessibility Training

We are committed to ensuring that employees receive training on the requirements of the Customer Service Standard and Integrated Accessibility Standard. Training has been designed to meet the compliance requirements of the AODA, and Aecon has incorporated this training requirement into its hiring practices to ensure that appropriate employees complete the required training within a reasonable time of having accepted employment with Aecon.

Accessible Formats & Communication Supports

Aecon is committed to providing or arranging for the provision of accessible formats and communication supports for persons with disabilities. If you require an accessible format or communication support, please email aecon@aecon.com or call 1.416.297.2600 and ask to be transferred to the Senior Vice President, Human Resources.



Accessibility Feedback Methods

Aecon welcomes any feedback regarding the methods it uses to provide services to persons with disabilities and is committed to ensuring that this process is accessible to all of our clients. Feedback regarding Aecon's provision of client service as it relates to this policy can be made by:

Email: aecon@aecon.com

Telephone: 1.416.297.2600 and ask to be transferred to the Senior Vice President, Human Resources

In person: to the Senior Vice President, Human Resources

In writing:

Aecon Group Inc.

Attn: Senior Vice President, Human Resources

20 Carlson Court, Suite 105

Toronto, Ontario M9W 7K6

Or by any other form of communication that takes into account the client's disability.

Questions:

If you have questions about accessibility at Aecon, please email aecon@aecon.com or call 1.416.297.2600 and ask to be transferred to the Senior Vice President, Human Resources.