



AODA– STATEMENT OF COMMITMENT TO ACCESSIBILITY

ESG Canada Inc. (ESG) is committed to providing a barrier-free environment for all stakeholders including our clients/customers, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act* (2005), and its associated standards and regulations.

ESG understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. We will review these policies and practices annually, as organizational changes occur, or in anticipation of compliance deadlines. In addition, we will strive to meet the needs of individuals with disabilities in a timely and effective manner.

Providing an accessible and barrier-free environment is a shared effort, and as an organization, ESG Solutions is committed to working with the necessary parties to make accessibility for all a reality. For more detailed information on our accessibility policies, plans, and training programs, please contact a Human Resources representative at hr@esgsolutions.com.

A handwritten signature in blue ink, appearing to read 'Ken Arnold', is written over a horizontal line.

Ken Arnold
President
ESG Canada Inc.

A handwritten date 'DEC 19, 2014' in blue ink is written over a horizontal line.

Date