



ONTARIO ACCESSIBILITY

POLICY STATEMENT

Viana Roofing & Sheet Metal Ltd is committed to providing an accessible environment in which all individuals have equal access to our goods and services in a way that respects the dignity and independence of persons with disabilities. Our company will ensure to promote an inclusive environment that is considerate and accommodating for all individuals, including people with disabilities.

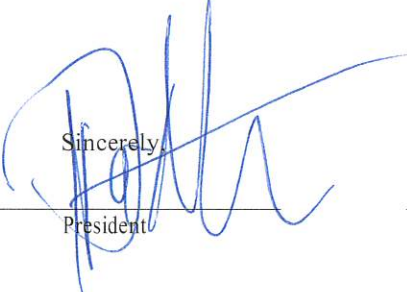
Viana Roofing & Sheet Metal Ltd will provide training to employees who deal with the public or other third parties on our behalf. We will ensure that our employees are trained and familiar with ways of communication, and in use of various assistive devices we have on site that may be used by persons with disabilities while accessing our goods or services.

We recognize the importance of service animals and allow them on the parts of our premises that are open to the public. A person with a disability who is accompanied by a support person will be allowed to have that person accompany them on our premises.

In the event of a planned or unexpected disruption to services or facilities for customers with disabilities, **Viana Roofing & Sheet Metal Ltd** will notify customers promptly. A posted notice will include the reason for the disruption, its expected length of time, and a description of alternative facilities or services, if available.

Comments and suggestions on how to make our premises more accessible and more inclusive are encouraged.

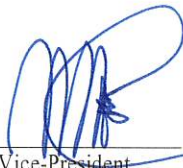
Any policy of **Viana Roofing & Sheet Metal Ltd** that does not respect the dignity and independence of people with disabilities will be either modified or removed. We will continue to prevent attitudes which devalue and limit the potential of a person.

Sincerely,


President



Co-chair Employee



Vice-President