

5 Year Accessibility Plan

Manroc Developments Inc. strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Message From Management:

Manroc Developments Inc. is committed to serving persons with disabilities who use assistive devices to obtain, use or benefit from our goods and services. These devices include but are not limited to: technical aids, communication devices, wheelchairs, walkers, breathing devices, or other devices that assist in hearing, seeing, communicating, remembering and reading. Customers with mobility issues can use our website or email address to obtain information or ask questions, or service can be provided in a location that 'meets their needs.

Manroc Developments Inc. will communicate with people with disabilities in ways that take into account their disability.

Introduction:

Manroc Developments Inc. will make every reasonable effort to ensure that its policies, practices, and procedures are consistent with the principles of dignity, independence, integration and equal opportunity by:

- Ensuring that all customers receive the same value and quality.
- Allowing customers with disabilities to do things in their own ways, at their own pace when accessing goods and services as long as this does not present a safety risk.
- Using alternative methods, when possible, to ensure that customers with disabilities have access to the same services, in the same place and in a similar manner.
- Taking into account individual needs when providing goods and services; and
- Communicating in a manner that takes into account the customer's disability.

COMMITMENT:

Manroc Developments Inc. is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act, 2005. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

- Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians. The plan is reviewed and updated at least once every 5 years.
- We train every person as soon as practicable after being hired and provide training in respect of any changes to the policies.
- We maintain records of the training provided including the dates on which the training was provided and the number.

Customer Service

Manroc Developments Inc. is committed to providing accessible customer service to people with disabilities. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.

For more information on this accessibility plan, please contact at

Maynard	Charrly
807-826-4564	charrly.maynard@manroc.com