



DST Consulting Engineers Inc.

203-2150 Thurston Drive

Ottawa ON, K1G 5T9

Tel: 613-748-1415

Fax: 613-748-1356

www.dstgroup.com

AODA – Statement of Commitment to Accessibility

December 18, 2014

DST Consulting Engineers Inc. 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.

DST Consulting Engineers Inc. 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, DST Consulting Engineers Inc. 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 the Human Resources Department.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Maurice Graveline', is written over a faint, larger version of the signature.

Maurice Graveline

President & CEO

mgraveline@dstgroup.com