



Statement of Commitment to Accessibility

SkyPower hereinafter referred to as "SkyPower/the Company/the Organization" is aware of its obligations and commitments to extend accessibility for people with disabilities under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).

As an organization, we respect and uphold the requirements set forth under the AODA and its associated regulations. SkyPower understands that we have a responsibility for ensuring a safe, dignified and welcoming environment for everyone. We are committed to warranting our organization's compliance by incorporating accessibility legislation into our policies and best practices.

SkyPower understands that obligations under the AODA and its accessibility standards do not substitute or limit its obligations under the Ontario Human Rights Code or obligations to people with disabilities under any other law.

SkyPower is committed to meet the accessibility needs of person with disabilities. SkyPower is additionally committed to an environment that is inclusive of all persons and treats all persons in an equitable manner.

As part of this commitment, SkyPower will strive to provide support for and facilitate the accommodation of individuals with disabilities so that all may share the same level of access to opportunities offered at our company in a manner that respects the dignity and independence of individuals with disabilities.

In upholding such a company, we aim to foster a climate of understanding and SkyPower will work to eliminate or minimize the adverse effects of barriers, including physical, environmental, attitudinal, communication and technological barriers that may prevent the full participation of individuals with disabilities in the SkyPower community. The company will meet the accessibility needs of members of the SkyPower community with disabilities in a timely manner.

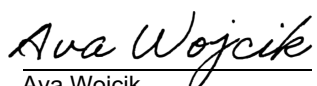
At the same time, SkyPower will endeavour to protect the individuals' privacy, confidentiality and autonomy.

Providing an accessible and barrier-free environment is a shared effort and we are committed as an organization to working with the necessary parties to make accessibility for all a reality.

The achievement of the Company's goal depends on the participation of each and every member of the SkyPower community including stakeholders, advisors, employees, consultants and contractors. Each of these parties has a role in creating an equitable and inclusive environment, as well as in the accommodation process and the identification, removal, and/or reduction of barriers. The consultative relationship among the members of the University community is based upon a shared desire for an open, supportive learning and working environment, and a shared respect for individual rights and dignity.

Questions and concerns related to the Accessibility for Ontarians with Disabilities Act can be directed to Human Resources at compliance@skypower.com.

SkyPower will provide, on request, information in an accessible format or with communication supports to people with disabilities, in a manner that takes into account their disability.


Ava Wojcik
Vice President, Compliance

May 9, 2023