

	<u>Originating Department:</u> Organization & Human Resources	<u>Classification:</u> EMPLOYEE RELATIONS Policy
<u>Date Issued:</u> February 2019	<u>Policy Number:</u> 316	<u>Approved By:</u> VP O & HR
<u>Date Revised:</u> February 2019	<u>Distribution:</u> Intranet	Page 1 of 1
<u>Subject:</u> Statement of Commitment		

Lafarge Canada Inc., its subsidiaries and other entities controlled by Lafarge Canada Inc. in Canada (collectively referred to as “Lafarge”) is committed to providing a barrier-free environment for all stakeholders including our clients/customers, employees, job applicants, suppliers, visitors and any other individual who enter our premises or accesses our information.

Lafarge has made a commitment to be accessible for everyone who uses our services and accepts the responsibility for ensuring a safe, dignified, and welcoming environment for everyone. Providing an accessible and barrier-free environment is a shared effort, and as an organization, Lafarge is committed to working with the necessary parties to make accessibility for all a reality.

We have incorporated policies, procedures, equipment requirements, training for employees, and best practices to be in compliance with the applicable accessibility legislations in Canada including Accessibility for Ontarians with Disabilities Act, 2005 and the Accessibility for Manitobans Act. We will review these policies and practices annually, as organizational changes occur, or in anticipation of compliance deadlines.

For more detailed information on applicable policies and plans implemented by Lafarge, please use the contact information below:

- Website: www.Lafarge.ca
- Email: Accessibility-ca@Lafargeholcim.com
- Phone: 905-602-9205
- In person or by mail: 6509 Airport Road, Mississauga, Ontario. L4V 1S7