

BENSON KEARLEY IFG'S ACCESSIBILITY COMMITMENT

Benson Kearley IFG ("BKIFG" or the "Company") is committed to fostering a culture and environment of inclusivity, respect, and accessibility, where every individual feels valued, supported, and empowered to succeed. This commitment is reflected in our company logo, which symbolizes our belief that when organizations and individuals build mutually respectful and beneficial relationships, then communities, as a whole, will flourish. We are passionate about giving back to the communities that we serve through fostering meaningful connections and positive impact, and we achieve this by embracing diversity, championing accessibility, and celebrating both individual and collective achievements.

Our Commitment to Clients

BKIFG is dedicated to delivering inclusive customer service experiences for clients and others who seek our services. All employees, agents, contractors, or consultants of BKIFG are expected to uphold the spirit and intent of our accessibility policies when providing services to our community or when representing the Company in any business activities.

Our Commitment to Employees

BKIFG is dedicated to creating a welcoming, respectful, and inclusive environment for employees and community members with disabilities. Our employment standards will align with regulatory requirements pursuant to the *Employment Standards Act, 2000*, S.O. 2000, c. 41, *Human Rights Code*, R.S.O. 1990, c. H.19, and best practices throughout the employment relationship.

Our Multi-Year Accessibility Plan ("MYAP")

Our MYAP (attached below on page 3) outlines the actions that BKIFG has taken, as well as the initiatives that the Company will undertake in the future, to advance accessibility and achieve our accessibility objectives. BKIFG will review and, where necessary update, its accessibility policies and MYAP at least once every five (5) years, or more frequently as required by legislative changes or organizational needs.

Ongoing Training

BKIFG promotes an accessible and inclusive work environment by providing accessibility training to employees and volunteers. We ensure that all members of BKIFG understand their responsibilities in supporting accessibility, are aware of available accommodation options, and know how to request accommodation when needed.

Accessible Formats Available

Upon request, BKIFG will provide our accessibility policies, MYAP, and all other public information in an accessible format at no additional cost, taking into consideration the specific accessibility need(s) of the individual requesting it.

Feedback

We welcome feedback on how we can offer accessible services to individuals with disabilities. Your input is valuable in helping us identify and remove barriers, as well as addressing any concerns. Clients, employees, and community members can submit their feedback to Human Resources using the following methods:

Email: vpereira@bkifg.com

Telephone: (905) 898-3815

BENSON KEARLEY IFG'S MULTI-YEAR ACCESSIBILITY PLAN

The *Accessibility for Ontarians with Disabilities Act, 2005*, S.O. 2005, c. 11 ("AODA") establishes accessibility standards aimed at identifying, removing, and preventing barriers for people with disabilities across Ontario. Benson Kearley IFG (the "Company" or "BKIFG") is committed to fostering an accessible and inclusive environment and to meeting its obligations under the AODA and *O. Reg. 191/11: Integrated Accessibility Standards*. This Multi-Year Accessibility Plan outlines the initiatives and actions that BKIFG will implement to enhance accessibility and create equitable opportunities for individuals with disabilities.

OBJECTIVES	ACTIONS	ASSIGNEE	STATUS	COMPLIANCE DATE
ACCESSIBILITY POLICIES AND PLANS				
Develop, implement, and maintain accessibility policies.	BKIFG has implemented a Human Rights Policy ("AODA Policy") and Workplace Standards Policy that reinforces the Company's commitment to creating and sustaining a respectful, healthy, safe, and caring work environment where all individuals are treated with dignity and respect. Our accessibility policies are accessible through the Company's HR Drive, displayed on Health and Safety bulletin boards in all office locations, and available on the Company's website.	Human Resources	Completed	January 1, 2026
Establish a Multi-Year Accessibility Plan	The Multi-Year Accessibility Plan is posted on the Company's website.	Human Resources	Completed	January 1, 2026
Policy and Multi-Year Accessibility Plan Review	The Company will review and, where necessary, update its	Management and Human Resources	Ongoing	January 1, 2026

	accessibility policies and Multi-Year Accessibility Plan at least once every five (5) years, or more frequently as required by legislative changes or organizational needs.			
COMMUNICATION & FEEDBACK				
Provide accessibility policies and Multi-Year Accessibility Plan in accessible formats	Upon request, BKIFG will provide our accessibility policies and Multi-Year Accessibility Plan in an accessible format, taking into consideration the specific accessibility need(s) of the individual requesting it.	Human Resources	Ongoing	January 1, 2026
Provide an accessible process for individuals to submit feedback on accessibility programs, initiatives, and opportunities for improvement.	BKIFG is committed to making its feedback process accessible and will provide accommodation, including accessible formats and communication support, when requested. Clients, employees, and community members can submit their feedback to Human Resources using the following methods: Email: vpereira@bkifg.com Telephone: (905) 898-3815	Human Resources	Ongoing	January 1, 2026
EMPLOYMENT STANDARDS AND TRAINING				
Fostering inclusive and accessible recruitment and hiring practices.	BKIFG is an equal opportunity employer, and we are committed to fair hiring practices. To achieve	Human Resources	Ongoing	January 1, 2026

	this, we implement transparent recruitment practices that promote diversity, equity, and inclusion, while offering equal opportunities for professional growth and advancement. Applicants are informed that accommodation is available, upon request, during the recruitment and selection process. Additionally, the Company also ensures that appropriate workplace accommodations are available for employees with disabilities.			
Notice of accessibility policies and plans for new hires.	When extending an offer of employment, BKIFG will notify the successful applicant of its policies and practices for accommodating employees with disabilities.	Human Resources	Ongoing	January 1, 2026
Accessible employment	BKIFG is committed to ensuring that accessibility needs are considered and supported throughout the employee lifecycle, including recruitment, onboarding, performance management, career development, and workplace accommodations. To uphold this commitment, the Company works collaboratively with employees to	Human Resources	Ongoing	January 1, 2026

	identify and address accessibility-related needs and, where appropriate, develops and maintains individualized accommodation plans to support their continued success and growth within the organization.			
Return-to-work compliance: supporting employees through disability-related return-to-work transitions.	BKIFG supports employees returning from disability-related leave of absences by providing an individualized return-to-work process and appropriate workplace accommodation.	Human Resources	Ongoing	January 1, 2026
Provide employees with accessibility training	BKIFG promotes an accessible and inclusive work environment by providing accessibility training to employees and volunteers. We ensure that all members of BKIFG understand their responsibilities in supporting accessibility, are aware of available accommodation options, and know how to request accommodation when needed.	Human Resources	Ongoing	January 1, 2026
EMERGENCY RESPONSE INFORMATION				
Providing employees with accessible emergency information.	Anyone requesting publicly available emergency or public safety information can receive it in an accessible format or with appropriate communication support by contacting human resources by:	Human Resources	Completed	January 1, 2026

	Email: vpereira@bkifg.com Telephone: (905) 898-3815			
COMMITMENT TO EMPLOYEES AND THE PUBLIC				
Ensure website accessibility to all visitors	BKIFG's website accessibility is continuously reviewed and enhanced to ensure compliance and an inclusive user experience.	IT Automation and Management	Ongoing	January 1, 2026
Assistive devices	Individuals with disabilities are welcome to use their assistive devices when accessing our goods, services, or facilities. If an assistive device poses a substantial and unavoidable health or safety concern, or if it cannot be allowed for any other reason, we will implement alternative measures to ensure that individuals with disabilities can still access our goods, services, or facilities upon request. We are committed to training our employees to be knowledgeable about the various assistive devices available on-site, and we will also provide devices that can be used by clients with disabilities while accessing our goods, services, or facilities.	Human Resources	Ongoing	January 1, 2026
Service animals and support persons	We welcome individuals with disabilities and their service	Management and Human Resources	Ongoing	January 1, 2026

	animals. Service animals are permitted in all areas of our premises that are open to the public. If any service animal is excluded by law, we will provide alternative options and ensure that individuals can access, obtain, use, or benefit from our goods, services, or facilities whenever possible. A person with disability may have a support person to accompany them on our premises.			
Integrate accessibility standards into the planning, design, and execution of new public spaces and major re-development projects.	We ensure that our public spaces comply with accessibility requirements during new construction and major office renovations. We also ensure that accessible features are maintained in good working order, and alternative accommodations are provided when access is temporarily unavailable. BKIFG will promptly inform our clients if there is a planned or unexpected disruption to services or facilities for clients with disabilities. The notification will include details about the reason for the disruption, the anticipated duration, and a description of any	Management and Human Resources	Ongoing	January 1, 2026

	alternative facilities or services that may be available.			
Commitment to clients	BKIFG is dedicated to delivering inclusive customer service experiences for clients and others who seek our services. All employees, agents, contractors, or consultants of BKIFG are expected to uphold the spirit and intent of the Company's accessibility policies when providing services to our community or when representing the Company in any business activities.	Management and Human Resources	Ongoing	January 1, 2026
Commitment to employees	BKIFG is dedicated to creating a welcoming, respectful, and inclusive environment for employees and community members with disabilities. Our employment standards will align with regulatory requirements pursuant to the <i>Employment Standards Act, 2000</i> , S.O. 2000, c. 41, <i>Human Rights Code</i> , R.S.O. 1990, c. H.19, and best practices throughout the employment relationship.	Management and Human Resources	Ongoing	January 1, 2026