



A Universal Rail Systems Company

## ACCESSIBILITY POLICY

At OWS Railroad Construction and Maintenance Ltd., is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under Ontario's accessibility laws.

A handwritten signature in black ink, appearing to read "Ed Persico".

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Ed Persico  
Vice President Operations, Eastern Canada

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January 8, 2024

Date