

# STEELCRAFT

## Accessibility Policy

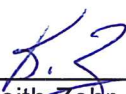
Steelcraft Inc. is founded on the belief in respect for all people. As such, Steelcraft is committed to providing an environment in which people with disabilities are treated with respect and dignity.

All goods and services provided, as well as interactions between all internal and external stakeholders and Steelcraft or its agents, shall follow the principles of dignity, independence, integration and equal opportunity.

Steelcraft will take into account a person's disability which is known, and will provide service and programs in a respectful manner that maintains the dignity and independence of the individual, while ensuring integration and equal opportunity. The Accessibility Program will ensure that all persons with disabilities, including our employees, customers, visitors and service providers, are treated in accordance with these principles.

The Accessibility Program will: set out the responsibilities of workplace parties; detail procedures which will be used to ensure removal of barriers for our stakeholders; and outline a feedback mechanism.

The Accessibility Policy and Accessibility Program are not intended to limit or constrain the reasonable exercise of management functions in the workplace. Nor do the Policy or Program prevent or discourage employees or other stakeholders from filing an application with the Human Rights Tribunal where a person's human rights may have been contravened.

  
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Keith Zehr  
President and COO  
Steelcraft Inc.

Apr. 28, 2012  
Date