



Accessibility Policies for Royal Containers Ltd.

Royal Containers Ltd. is committed to improving accessibility. We have put the following policies into practice as required by the Accessibility for Ontarians with Disabilities Act.

General

Royal Containers Ltd. is committed to training all staff on Ontario's accessibility laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of the employee, volunteers and other staff members.

Information and Communication

Royal Containers Ltd. is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communication materials in accessible formats or with communication supports. This includes publicly available information about our services and facilities, as well as publicly available emergency information. Royal Containers Ltd. will consult with people with disabilities to determine their information and communication needs.

Employment

Royal Containers Ltd. will notify the public and staff that, when requested, we will accommodate disabilities during recruitment and assessment processes and when people are hired. If needed, we will provide customized workplace emergency information to employees who have a disability. If using performance management, career development and redeployment processes, we will take into account the accessibility needs of employees with disabilities.

Modifications to These Policies or Other Policies

Royal Containers Ltd. will ensure that any of our policies that do not respect and promote the dignity and independence of people with disabilities will be modified or removed.

Kim Nelson

President

January 1, 2026

Date