

ABSOPULSE ELECTRONICS LTD

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES STATEMENT OF COMMITMENT AND POLICY

ABSOPULSE Electronics Ltd. (ABSOPULSE) is committed to treating all people in a way that allows them to maintain dignity and independence while providing equal opportunity and integration. We are committed to meeting the needs of people with disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and by meeting the requirements under the Accessibility for Ontarians with Disabilities Act (AODA) of 2005, and the Integrated Accessibility Standards Regulation (IASR).

Our Multi-Year Integrated Accessibility Standards Plan applies to our operations and outlines the policies, strategy, and actions that ABSOPULSE has put in place to help ensure that we meet the requirements of the AODA and IASR in the following areas: Information and Communication, Employment, Design of Public Spaces, and Customer Service. For further details, please download or refer to our **Integrated Accessibility Standards Multi-Year Plan (MPD 000-135)**

Information and Communications

ABSOPULSE is committed to communicating with people with disabilities in ways that considers their accessibility needs. When asked, we will provide information about our organization, its products and services and public safety information in the accessible formats requested and communication support.

The Feedback section below details how people with disabilities can send us feedback concerning the manner in which ABSOPULSE provides our products and services, or when requesting information in accessible format.

Our website at absopulse.com adheres as closely as possible to the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines 2.1 (WCAG 2.1) at the AA level. Compliance with these guidelines ensures that our website is accessible to people with a wide array of disabilities including blind people, people with motor impairments, visual impairment, and cognitive disabilities.

Employment

ABSOPULSE is an equal opportunity employer that values diversity and inclusion. We are committed to providing accessibility across all stages of the employment life cycle, from recruitment to performance management and career development. By pro-actively removing barriers, our goal is to create a workplace that is accessible, and which allows employees to reach their full potential.

Customer Service

ABSOPULSE designs and manufactures custom and semi-custom power conversion solutions exclusively for professional use in the railway and industrial sectors. Our customers are typically design engineers and purchasing specialists in these industries. We are committed to providing our customers with disabilities the same opportunity to access our products, allowing them to benefit from the same services, and in a similar way to other customers. Our accessible customer service policies are consistent with the principles of independence, dignity, integration, and equality of opportunity for people with disabilities.

Feedback

If you would like to submit a request or provide feedback regarding the way that ABSOPULSE provides products and services to people with disabilities, or this feedback process, please contact us using one of the methods listed below. In your communication, please explain in as much detail as possible the type of difficulty you have experienced. We welcome your feedback.

Email: absopulse@absopulse.com

Telephone: [+1-613-836-3511](tel:+1-613-836-3511)

by letter: ABSOPULSE Electronics Ltd.
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