



Statement of Commitment to Accessibility Memo (AODA) – Ontario

To: All Stakeholders
From: Ryan Bell, CEO
Date: Jan 1, 2026

Re: Commitment to Accessibility

Southbridge is committed to providing an accessible environment for all clients, employees, job applicants, suppliers, and visitors who may enter our premises, access our information, or use our services. As an organization, we respect and comply with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. We strive to provide an accessible and welcoming environment for everyone by identifying and removing barriers in our workplace and ensuring that new barriers are not created. The company ensures that persons with disabilities are provided with equal opportunities. We are committed to meeting the needs of individuals with disabilities in a timely and integrative manner that respects their dignity and independence.

Providing an accessible environment is a shared effort, and we work with the necessary parties to make accessibility for all a reality. For more detailed information on our accessibility policies, plans, and training, please contact Andrea Loft, VP of Operations at contact@southbridgecare.com

Sincerely,

A handwritten signature in black ink that reads "Ryan Bell". The signature is written in a cursive, flowing style.

Ryan Bell
CEO