



CEO Commitment to Accessibility

At MTD Metro Tool & Die, we believe that accessibility is not only a legal requirement it is a reflection of our values as an organization.

We are fully committed to providing a barrier-free environment for all clients, employees, applicants, suppliers, and visitors. Our goal is to ensure that every individual is treated with dignity and respect, and those opportunities within our workplace and services are accessible to all.

As a manufacturing organization, we recognize the importance of creating safe, inclusive, and supportive environments both in our offices and on our shop floor. We are committed to identifying, preventing, and removing barriers that may limit participation. Accessibility is integrated into our policies, recruitment practices, training programs, workplace accommodations, and operational planning.

MTD Metro Tool & Die will continue to meet and exceed the requirements of the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code. We will maintain a Multi-Year Accessibility Plan, provide ongoing employee training, and ensure that accommodation processes are fair, respectful, and responsive.

Accessibility is a shared responsibility. Leadership, management, and employees all play a role in fostering an inclusive culture where individuals of all abilities can contribute and succeed.

On behalf of MTD Metro Tool & Die, I affirm our continued commitment to accessibility, inclusion, and equal opportunity for all.

Sincerely,

Marcel Pantano, CEO
MTD Metro Tool & Die
Date: January 20, 2026