



OUR COMMITMENT TO ACCESSIBILITY

At JELD-WEN, our corporate culture includes integration and equal opportunity. We realize that providing accessible and barrier-free environments for everyone is a shared effort, and as a community, all businesses and services must work together to make accessibility happen.

JELD-WEN is committed to treating everyone in a way that allows them to maintain their dignity and independence. This includes people who work for JELD-WEN as well as those who do business with JELD-WEN, including our customers and suppliers.

We will meet the needs of persons with disabilities by preventing and removing barriers to accessibility, and meeting accessibility requirements under provincial Acts. We will ensure our organization's compliance with accessibility legislation by incorporating policies, procedures, equipment requirements, training for employees and best practices. We will review these policies and practices annually.

JELD-WEN shall ensure that its process for receiving and responding to feedback is accessible to persons with disabilities by providing, or arranging for the provision of, accessible formats and communication supports, upon request. Any individual can submit feedback to our Environmental, Health and Safety Manager in person, phone, or email at jwtsafety@jeldwen.com. JELD-WEN will investigate and respond to all complaints relating to its services in a timely, thorough, and objective manner.

JELD-WEN will provide any person with a copy of our *AODA-Integrated Accessibility Standard Regulation*, upon request, in a way that will consider their disabilities. For copies of the documents or for other information/feedback, please contact our Environmental, Health and Safety Manager.

Approved by: Leon Manley, Plant Manager
Sign: _____

January 5, 2026