FAMILY VISIONS INCORPORATED
POLICY AND PROCEDURE MANUAL

<table>
<tr><td rowspan="3">POLICY:

ACCESSIBILITY</td><td></td><td>POLICY NO: GEA-001</td></tr>
<tr><td rowspan="2">DATE ISSUED:
February 16, 2022</td><td>PREVIOUS POLICY DATE/NAME:</td></tr>
<tr><td>RELATED DOCUMENTS:
Appendix: Employer's Handbook on the Accessibility Standard for Customer Service</td></tr>
<tr><td>APPROVED BY:
Board of Directors</td><td colspan="2">DISTRIBUTION:
Board Policy</td></tr>
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Family Visions, Inc. is committed to complying with the Accessibility Standard for Customer Service under The Accessibility for Manitobans Act. Our policies, practices and measures reflect the principles of dignity, independence, integration and equal opportunity for people with disabilities.

Steps to compliance follow the outline provided in the Employer's Handbook on the Accessibility Standard for Customer Service and will be reviewed annually.

If a barrier to accessing our goods or services cannot be removed, we seek to provide alternate ways to access the goods or services.

Family Visions, Inc. organizational practices and measures are intended to meet the requirements of the Accessibility Standard for Customer Service.