

ACCESSIBILITY PLAN

GENERAL

Executive Summary

Grace Transport Inc. is dedicated to fostering an inclusive and accessible culture, essential for our growth and competitiveness in the trucking sector. We aim to contribute to a barrier-free Canada by establishing an accessibility framework. This framework will enhance the experiences of both our employees and the public with our services, products, and facilities. We understand that creating a barrier-free environment is an ongoing process, and we are committed to identifying, removing, and preventing barriers. To formalize our efforts, we will develop an Accessibility Plan in accordance with the Accessible Canada Act. This plan will guide us in fulfilling our accessibility commitments and fostering a culture of accessibility awareness. To ensure inclusivity, we consulted with employees who have disabilities through surveys, roundtable discussions, and one-on-one interviews.

A summary of initial opportunities include:

- Improving the attraction of persons with disabilities to jobs in our company and the trucking sector.
- Expanding the range and options for accommodation, including driver positions.
- Being better prepared to provide information in accessible formats when requested.
- Improving the knowledge of our IT team and leveraging the capabilities of accessibility features in current and future IT equipment, programs and systems.
- Initiating processes where there is a more thorough review and a “through an accessibility lens” approach to the assessment of facilities, procurement procedures, company programs, new initiatives and on-going services.

Your Input and Feedback

Grace Transport Inc. welcomes feedback on our Accessibility Plan from the public, employees and our stakeholders. This feedback is valuable to us as it helps us break down accessibility barriers and build on our commitment to accessibility and inclusion. If you have an inquiry or feedback, please use one of the contact methods below. We will respond to all feedback in a timely manner. If you require support while providing feedback let us know and we will do our best to accommodate your needs.

Contact: Michelle Barron, Safety and Compliance Manager
Mailing Address: 880 Wright St, Strathroy, ON, N7G3H8
Email: info@gracetransport.com
Phone: 226-289-9000
Website: www.gracetransport.com

Statement of Commitment

At Grace Transport Inc. we are committed to making our organization and the services we provide accessible to all, including persons with disabilities. All Canadians have the right to benefit from our services equally and those who work with us have the right to perform their jobs free of barriers.

ADDRESSING AREAS IDENTIFIED IN THE ACCESSIBLE CANADA ACT

Employment

Barrier:

- There is a need to expand our understanding of the range and variety of accommodation options available to persons with disabilities interested in becoming truck drivers, current truck drivers or administration staff.

Actions:

- Develop a framework that helps managers understand their responsibilities in the accommodation process and guide them in supporting their employees and implementing suitable workplace adjustments.
- Develop a work team consisting of managers, drivers and persons with disabilities to assess and identify options for a wider range and variety of potential accommodations.

Built Environment

Barrier:

- Some spaces within the office and truck yard may limit the mobility of employees and visitors with disabilities

Actions:

- Review common paths of entry to make sure they are accessible to all.

Information and Communication Technologies (“ICT”)

Barrier:

- The current IT team is not well versed in accessibility technology and does not know how to assist persons with disabilities in the workplace

Actions:

- Train IT employees to increase their accessibility knowledge and learn how to adapt services and improve interactions with persons with disabilities.

Communication Other Than ICT

Barrier:

- The Company does not have a consistent process to ensure alternate formats of communication that it issues to employees and other stakeholders are available and provided in a timely manner

Actions:

- Prepare standard resources and commonly issued company communication in alternative formats so that they are ready to be distributed upon request.

Procurement of Goods, Services and Facilities

Barrier:

- Grace Transport Inc's procurement procedures and practices do not take into consideration accessibility requirements.

Actions:

- Update the procurement procedures to include accessibility checks when buying goods and services.

Design and Delivery of Programs and Services

Barrier:

- Currently there is no standard approach for ensuring all programs, processes and services have taken accessibility into account

Actions:

- Develop and promote guidelines on how to apply the accessibility lens when reviewing company policies, programs and services.

Transportation

Grace Transport Inc. does not coordinate a transportation system, or a fleet of transportation vehicles as defined in the Accessible Canada Act. This means that standards for transportation are not in the scope of this plan.

CONSULTATIONS

To align with Grace Transport Inc.'s commitment to make our workplace environment accessible to all, we have developed our Accessibility Plan in consultation with our employees, including those with disabilities and our JHSC members. We gathered feedback and input from our team members by conducting one on one interviews with employees with disabilities so they can share their feedback and ideas.

DEFINITIONS

Accessibility:

Refers to the needs of persons with disabilities being intentionally and thoughtfully considered when products, services and facilities are built or modified so they can be used and enjoyed by persons of all abilities.

Barrier:

The Accessible Canada Act defines a barrier as “anything—including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice—that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.”

Disability:

The Accessible Canada Act defines a disability as “any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment—or a functional limitation—whether permanent, temporary or episodic in nature, or evident or not, that, interaction with a barrier, hinders a person’s full and equal participation in society.”