

The background of the page features a bright yellow vertical bar on the left side. Overlaid on this bar and the white background are two abstract graphic elements. Each element consists of a light gray grid of lines. Scattered across these grids are numerous circles of varying sizes and shades of gray, including dark gray, medium gray, and light gray. The circles are distributed in a way that suggests movement or data points across the grid.

Trappers Transport Ltd Accessibility Plan 2023 - 2026

Accessibility Plan

General

The Accessible Canada Act

The Accessible Canada Act is a federal law that requires all federal regulated companies, and agencies with 100+ employees to prepare plan and progress reports in finding, eliminate, and prevent barriers to accessibility including persons with disabilities. Adopted in 2019, the Act's primary goal is to create a Canada that is free of barriers by 2040.

Accessibility Statement

Trappers Transport Ltd. ("Trappers" or "the Company") is committed to providing a barrier-free environment for all stakeholders, including clients, employees, job applicants, suppliers, and any visitors who enter the premises, access information provided by the company, or use the company's goods and services.

Accessibility Strategy

Trappers accessibility strategy contains details of the company's policies, practices, and services that aligns with the focus areas stated in the Accessible Canada Act. The Company's goal is to adopt a proactive approach in relation to the identification and removal of barriers across our services and offerings to our customers and employees. The strategy's guiding pillars are:

- Creating and promoting a diverse and inclusive workforce culture of equity and inclusion that values all our employees, visitors, and customers.
- Building accessible barrier free spaces
- Adopting the "Nothing without us" principle in the Accessibility Act

Contact Information

The company welcomes any feedback from the general public. Any feedback or questions regarding this plan or requests for copies of the accessibility plan in an alternative format can be addressed to the following designated company representative:

Marnalyn Javier, Payroll Manager
204-697-7646 ext 7644
payinfo@trapperstransport.com

Mailing:
1300 Redonda Street
Sunnyside, Manitoba
R5R 0E7

Feedback can be provided anonymously if desired.

Employment

Trappers understands that improving workplace accessibility and ensuring an accessible recruitment and selection process for applicants with disabilities can contribute to a more diverse and welcoming workplace culture.

The Company remains committed to addressing existing barriers and preventing new barriers in employment. After review of the policies, programs, practices, and services, and through feedback and consultations, the following barriers were identified that continue to exist in employment at the company:

- The Company is currently and continuously facing difficulties in attracting applicants from underrepresented populations that includes persons with disabilities.
- The Company is in a fast-paced working environment, thus it becomes less attractive from underrepresented populations

The company will take the following actions to these identified barriers, to be achieved after this plan is published:

- Enhance and highlight the visibility of our commitment to inclusions and equity in our hiring advertisement.
- Support additional training to our hiring/recruiting managers. Increasing their knowledge on how to ensure a barrier free selection, hiring and accommodation process.
- Measure and analyze our current recruitment, selection, and onboarding practices to ensure that Trappers practices are up to date and matches leading accessibility practices of the other company in our industry and different industries.

The Built Environment

Trappers will work to identify, remove, and prevent new and existing barriers in relation to the built environment. The following barriers were identified:

- Some spaces within the office and truck yard may limit mobility access to our employees, customers, and visitors.
- Missing identification, directional, informational, and regulatory signage within the office and truck yard.

The company will take the following actions to address these identified barriers, to be achieved after this plan is published:

- Add/fix automatic door openers in our main door/access.
- Plan placement and review additional signages needed to improve informative visibility to our employees and visitors.

Information and Communication Technologies (ICT)

Trappers understands that communication to and with the company is vital to an individual's access to the company's goods or services. After review of the policies, programs, practices, and services, and feedback and consultations, the following barriers were identified that continue to exist in relation to information and communication technologies at the company

- Limited knowledge and understanding of the need to accessibility technology of our IT team

The Company will take the following actions to address these identified barriers, to be achieved after this plan is published:

- Plan and review additional assistive technology that can be added in our workplace to help those employees, and visitors.
- Support additional training to IT team. Increasing their knowledge on how to assist persons with disabilities in the workplace through technology assistance.

Communication Other Than ICT

Trappers understands that communication to and with the company can take many forms and requires a variety of options to be inclusive of all individuals. After review of the policies, programs, practices, and services, and through feedback and consultations, the following barriers were identified that continue to exist in relation to communication other than ICT at the company:

- The company does not have a consistent process to ensure alternative formats of communication

The company will take the following actions to address these identified barriers, to be achieved after this plan is published:

- Prepare standard resources and commonly issued communication in alternative formats thus it will be readily available when needed.

The Procurement of Goods, Services and Facilities

Trappers is committed to ensuring that all individuals can obtain the company's goods and services. The company has not taken consideration adding accessibility requirements in our current procedures and practices.

The company will take the following actions in the short term to address these identified barriers, to be achieved after this plan is published:

- Review and update the procurement procedure and templates to include accessibility checks when buying goods and services.

Design and delivery of programs and services

The Company is committed to addressing existing barriers and preventing new barriers in relation to the company's services and facilities. After thorough review of practices, and services, and

feedback and consultations, the following barriers were identified that continue to exist in relation to services and facilities of the company:

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

The company will take the following actions to address these identified barriers, to be achieved after this plan is published:

- Develop and create accessibility checklist to be included in the accessibility policy to help ensure accessibility considerations are considered.
- Support and provide training to our employees whose roles are involved in developing programs, processes, and procedures.

Transportation

Trappers takes the transport of goods and safety seriously. The following barrier has been identified:

- Currently, there is no standard approach for ensuring team members can access assistive equipment.

The company will take the following actions to address these identified barriers, to be achieved after this plan is published:

- Develop and further research assistive equipment that team members can access

Consultation with people with disabilities

Trappers recognizes that persons with disabilities are equal participants in all areas of life. The company is guided by the recognized principles of the *Accessible Canada Act*:

- All persons must be treated with dignity regardless of their disabilities.
- All persons must have the same opportunity to make for themselves the lives that they can and want to have regardless of their disabilities.
- All persons must have barrier-free access to full and equal participation in society, regardless of their disabilities.
- All persons must have meaningful options and be free to make their own choices, with support if they desire, regardless of their disabilities.
- Policies, programs, services, and structures must take into account the disabilities of persons, the different ways that persons interact with their environments, and the multiple and intersecting forms of marginalization and discrimination persons face.
- Persons with disabilities must be involved in the development and design of policies, programs, services, and structures; and
- The development and revision of accessibility standards and the making of regulations must be done with the objective of achieving the highest level of accessibility for persons with disabilities.

We gathered feedback and input from our team members in several ways:

- Employee Survey

We will continue to survey employees, including those with disabilities, and reach out to any working groups that have been developed as part of this Accessibility Plan, to measure progress and ensure that we realize the changes we've set out to achieve.

Glossary

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: 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 a person with an impairment, including a physical, mental, intellectual, cognitive, learning, communication, or sensory impairment, or a functional limitation.

Disability: Any impairment, including a physical, mental, intellectual, cognitive, learning, communication, and sensory impairment, or functional limitation that is either permanent, temporary, or episodic in nature. It can be evident or not in interaction with a barrier to hinder a person's full and equal participation in society.

Date: June 01, 2023

Accessibility plan report completed by: Trappers Transport Ltd