

Steve's Livestock Transport – Accessibility Progress Report

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General

Designated Contact for Accessibility Feedback:

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How to Provide Feedback:

Feedback can be submitted anonymously or with contact details via:

- Email: hr@slt.ca
- Phone: 204-326-6380 x2344
- Mail: P.O. Box 164, Blumenort, MB R0A 0C0
- Feedback form: <https://shorturl.at/shFRO>

Progress in Priority Areas

Employment

Our company continues to face competition for employees and currently is not attracting enough applicants from underrepresented populations, such as persons with disabilities.

Progress Highlights:

We continue to face challenges in attracting employees from underrepresented populations, including persons with disabilities. To address this, we have taken several steps to enhance inclusivity and accessibility in both our hiring practices and workplace environment:

- We now include our diversity statement in all job postings and have prominently featured our equity statement on our website to demonstrate our commitment to equal opportunities.
- We clearly communicate the availability of accommodations in job postings and offer alternate application methods to ensure accessibility for all candidates.
- In the workplace, we provide accommodations such as adaptive technologies and flexible work arrangements to support employees with disabilities.
- We highlight our Employee Assistance Program (EAP), which includes resources that promote accessibility and employee well-being.

Additionally, we have incorporated education on accessibility into our biannual manager DEI consultations. During these sessions, hiring managers are provided with guidance and resources to

help them identify and address potential barriers in the recruitment process and create an inclusive experience for all candidates.

Next Steps:

- Benchmark current recruitment, selection, and onboarding practices against leading accessibility practices in other industries.
- Establish a standing Advisory Team consisting of managers, drivers, and persons with disabilities to assess and identify options for a wider range of accommodations.

Built Environment

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

Progress Highlights:

We recognize that some spaces within our office and truck yard may limit the mobility of employees and visitors with disabilities. To address this, we are committed to working on improving accessibility on an ongoing basis. This includes regularly assessing these areas to identify barriers and implementing necessary modifications to ensure a more inclusive environment.

Next Steps:

- Conduct regular accessibility audits of the office and truck yard spaces.
- Engage the Advisory Team in providing feedback on proposed design changes and prioritizing modifications for completion.

Information and Communication Technologies (ICT)

Many of the tools and software used in the company have accessibility capabilities that are not being used in an accessible way.

Progress Highlights:

We recognize that many of the tools and software used in the company have accessibility capabilities that are not being utilized effectively. Moving forward, we will assess these technologies to ensure they are configured and used in ways that support accessibility for all employees.

Next Steps:

- Take an inventory of IT systems used by the company to measure accessibility capabilities.
- Train IT employees to increase their knowledge of accessibility features and how to adapt services for persons with disabilities.
- Deliver end-user training on using accessibility features across all available programs.

Communication (Other Than ICT)

The company does not have a consistent process to ensure alternate formats of communication issued to employees and stakeholders are available and provided in a timely manner.

Progress Highlights:

We have made updates to our website to better reflect our commitment to accessibility and the availability of alternate formats for communication. While we do not yet have prepared resources in place, we are actively working to ensure these formats can be provided when needed. Our actions include:

- Identifying service providers and establishing agreements to create alternate formats when appropriate.

In alignment with the Accessible Canada Regulations, we commit to providing alternate formats including print, large print, braille, audio, and electronic formats compatible with adaptive technology—as soon as possible when requested.

Next Steps:

- Finalize agreements with service providers for creating alternate formats.

Procurement

The “procuring (buying) goods, services, and facilities” area ensures that accessibility is considered at the beginning of the buying process.

Progress Highlights:

Progress pending as the release of government standards to guide these changes is not yet available.

Next Steps:

- Begin incorporating basic accessibility checks into procurement processes based on existing best practices while awaiting government standards.
- Updating procurement processes (e.g., requests for proposals) to include accessibility considerations once standards are released.

Design and Delivery of Programs and Services

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

Progress Highlights:

We recognize that establishing a standard approach remains an area we need to address. This is still a priority for our organization, and we are committed to developing clear guidelines and procedures to embed accessibility considerations into all aspects of our operations.

Next Steps:

- Create an Accessibility Checklist to ensure key considerations are reviewed during program development.
- Provide training on applying an "accessibility lens" when reviewing company policies, programs, or services.

Transportation

Entering a transport truck or other warehouse vehicles often poses a problem for drivers due to repetitive use or step height. For individuals with motor-related disabilities, accessing cabs can prohibit them from performing their job duties.

Progress Highlights:

While no specific products have been identified yet, we are actively researching suppliers and evaluating options.

Next Steps:

- Research options available for extended tractor steps or swivel seats should the need for accommodation arise.
- Collect feedback from drivers using these solutions to refine options further.

Consultations

Since the initial survey conducted during the creation of our Accessibility Plan, we have not held any formal consultations specifically focused on accessibility. Our engagement has been limited to consultations with managers regarding diversity, equity, and inclusion (DEI).

Next Steps:

- Resume consultations with external organizations (e.g., Diabetes Canada or Manitoba Possible) as outlined in the original plan.
- Survey employees regularly (including those with disabilities) to gather updated feedback on barriers or progress made.

Feedback

Feedback Received:

Although we have not received feedback at this time, we welcome suggestions from employees, stakeholders, or members of the public. Feedback is critical as it helps us identify barriers we may have overlooked while improving our commitment to inclusivity.