

Accessibility Plan 2026–2028

Building on our 2023 Accessibility Plan

Executive Summary

Steve's Livestock Transport is committed to building an inclusive and accessible workplace. This commitment supports our culture and strengthens our ability to attract and retain talent in the trucking sector.

As North America's largest commercial livestock transportation company, we offer a range of roles with opportunities for growth and development. As we continue to grow, we remain committed to attracting capable, motivated people who want to build their careers with us.

This plan covers 2026 to 2028 and builds on our 2023 Accessibility Plan and 2025 Progress Report. It continues outstanding actions and adds new commitments to further strengthen accessibility across the organization.

Your Input and Feedback

Steve's Livestock Transport welcomes feedback from the public, employees, and stakeholders on this Accessibility Plan. Feedback helps us identify and remove barriers and strengthen accessibility and inclusion. If you have feedback or questions, please use the contact information below. We will respond in a timely manner and provide support if needed.

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Employment

The employment area focuses on supporting candidates and employees with disabilities throughout the employment lifecycle.

Barrier #1:

Our company continues to face competition for employees and does not attract many applicants from underrepresented populations such as persons with disabilities.

Actions:

- Continue to promote the careers section of our website, highlighting our commitment to the inclusion of persons with disabilities in our workforce. Job postings will continue to invite applicants to contact hr@slt.ca for alternate application methods and information about accommodations available during the hiring process (**Responsibility:** HR; **Timeline:** Ongoing, with an annual review each Q1; **Measure:** All job postings include accommodation language).

- Complete a benchmarking review of our recruitment, selection, and onboarding practices against leading accessibility practices in the trucking sector and other industries (**Responsibility:** HR; **Timeline:** By Q4 2026; **Measure:** Benchmarking review completed and documented).
- Implement improvements to our hiring process based on the benchmarking findings (**Responsibility:** HR, with support from hiring managers; **Timeline:** 2027; **Measure:** At least three identified improvements implemented or in progress).
- Track accommodation requests received during recruitment and report on them annually (**Responsibility:** HR; **Timeline:** Starting in 2026 and reported annually; **Measure:** Annual summary completed and reviewed).

Barrier #2:

There is a need to expand our understanding of the range and variety of accommodation options available to persons with disabilities in our workforce.

Actions:

- Develop an Accommodation Framework to help managers understand their responsibilities in the accommodation process and support employees through appropriate workplace adjustments (**Responsibility:** HR; **Timeline:** By Q2 2027; **Measure:** Framework completed and approved for use).
- Deliver training on the Accommodation Framework to all people managers (**Responsibility:** HR; **Timeline:** By Q4 2027, following framework completion; **Measure:** 100% of people managers receive training).
- Review and update the Accommodation Framework annually based on employee feedback and trends in accommodation requests (**Responsibility:** HR; **Timeline:** Annually in 2028 and beyond; **Measure:** Annual review completed and revisions documented as needed).

Built Environment

The built environment area focuses on making workspaces and surrounding environments accessible for all.

Barrier #3:

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

Actions:

- Complete a documented accessibility audit of all office and truck yard spaces to identify barriers to mobility and access (**Responsibility:** Operations, with support from HR; **Timeline:** By Q4 2026; **Measure:** Accessibility audit completed for all primary sites).
- Review audit findings with relevant stakeholders and develop a prioritized list of recommended modifications (**Responsibility:** Operations and HR; **Timeline:** By Q1 2027; **Measure:** Prioritized action list created and reviewed).
- Implement priority modifications identified through the audit, subject to budget approval (**Responsibility:** Operations; **Timeline:** 2027–2028; **Measure:** Priority modifications tracked and progress reviewed annually).
- Incorporate an accessibility review into future facility renovation and design projects (**Responsibility:** Operations; **Timeline:** Ongoing; **Measure:** Accessibility review included in renovation and design planning documents).

Information and Communication Technologies (ICT)

Information and communication technologies (ICT) are the tools and systems used to create, store, share, and exchange information.

Barrier #4:

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

Actions:

- Complete an inventory of company IT systems to assess current accessibility capabilities (**Responsibility:** IT; **Timeline:** By Q4 2026; **Measure:** Inventory completed and accessibility gaps identified).
- Provide IT employees with training to strengthen their accessibility knowledge and improve their ability to adapt services and support persons with disabilities (**Responsibility:** IT, with support from HR; **Timeline:** By Q2 2027; **Measure:** IT team training completed).
- Deliver and promote end-user training on the accessibility features available within company programs and systems (**Responsibility:** IT; **Timeline:** Beginning in 2027 and ongoing; **Measure:** Training resources distributed and at least one end-user training opportunity offered annually).

Communication Other Than ICT

This area focuses on providing barrier-free access to communications for employees, the public, and other stakeholders.

Barrier #5:

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:

- Develop an Alternate Format Policy that outlines how employees and stakeholders can request alternate formats and the timelines we commit to for responding (**Responsibility:** HR; **Timeline:** By Q2 2027; **Measure:** Policy completed and communicated internally).
- Prepare standard resources and commonly issued company communications in alternate-ready formats so they can be provided promptly upon request (**Responsibility:** HR, with support from Communications or document owners; **Timeline:** By Q4 2027; **Measure:** Core documents identified and available in alternate-ready formats).
- Provide alternate formats as soon as possible and within the timeframes set out in the Accessible Canada Regulations, including:
 - o Print
 - o Large print
 - o Braille
 - o Audio format
 - o An electronic format compatible with adaptive technology used by people with disabilities
- Train staff who create or distribute communications on how to prepare and fulfill alternate format requests (**Responsibility:** HR; **Timeline:** By Q1 2028; **Measure:** Training completed for relevant staff groups).

Procurement of Goods, Services and Facilities

This area focuses on ensuring accessibility is considered at the start of the purchasing process.

Barrier #6:

Steve's Livestock Transport's procurement procedures and practices do not currently take into consideration accessibility requirements.

Actions:

- Update procurement procedures to include accessibility checks when purchasing goods and services (**Responsibility:** Operations, with input from HR and IT as applicable; **Timeline:** By Q2 2027; **Measure:** Updated procurement procedure approved and in use).
- Update procurement templates, such as requests for proposals, to include clear accessibility requirements for vendors, products, and services. Vendors will be required to confirm they can meet our accessibility requirements and any applicable accessibility laws and standards (**Responsibility:** Operations; **Timeline:** By Q3 2027; **Measure:** Standard templates updated to include accessibility requirements).

Design and Delivery of Programs and Services

Accessibility must be considered from the start when designing and delivering the company's internal and external programs and services.

Barrier #7:

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

Actions:

- Develop and share guidelines on how to apply an accessibility lens when reviewing company policies, programs, and services (**Responsibility:** HR; **Timeline:** By Q2 2027; **Measure:** Guidelines completed and shared with relevant departments).
- Create an Accessibility Checklist to help ensure key accessibility considerations are addressed when developing or reviewing any company policy, program, or service (**Responsibility:** HR; **Timeline:** By Q3 2027; **Measure:** Checklist developed and implemented).
- Provide training on the Accessible Canada Act and Accessible Canada Regulations to employees who develop programs, processes, and procedures (**Responsibility:** HR; **Timeline:** By Q1 2028; **Measure:** Training delivered to relevant employee groups).
- Incorporate a mandatory accessibility review step into the approval process for new policies and programs (**Responsibility:** HR, with department leaders; **Timeline:** By Q2 2028; **Measure:** Accessibility review step included in approval documentation).

Transportation

This area addresses barriers in federally regulated transportation and the need to accommodate employees who operate vehicles.

Approach:

Steve's Livestock Transport has not received any formal requests related to vehicle access to date. If a request is made, we are committed to responding promptly and meaningfully.

Actions:

- Maintain a clear process for drivers and other employees to submit vehicle accommodation requests to HR or OH&S at any time (**Responsibility:** HR and OH&S; **Timeline:** Ongoing, with annual review; **Measure:** Accommodation request process documented and communicated).

- Assess each vehicle accommodation request individually, taking into account the employee's specific needs and available solutions, which may include adaptive equipment, modified duties, or scheduling adjustments (**Responsibility:** HR, OH&S, and Operations; **Timeline:** As requests arise; **Measure:** Each request assessed and documented individually).
- Source and implement appropriate accommodations within a reasonable timeframe, in consultation with the employee throughout the process (**Responsibility:** Operations, with support from HR and OH&S; **Timeline:** As needed following assessment; **Measure:** Accommodation solutions implemented and tracked).
- Collect feedback from employees who receive vehicle accommodations to assess effectiveness and identify any needed adjustments (**Responsibility:** HR; **Timeline:** After implementation and during follow-up reviews; **Measure:** Feedback collected and follow-up actions documented).
- Review truck cab layouts, vehicle access points, and related equipment to identify accessibility barriers and opportunities to improve ease of use (**Responsibility:** Operations, with input from OH&S; **Timeline:** By Q4 2027; **Measure:** Review completed and findings documented).
- Explore adaptive tools, technologies, and equipment that could support drivers with physical limitations in performing their work safely (**Responsibility:** Operations, OH&S, and HR; **Timeline:** 2027–2028; **Measure:** Potential tools and technologies identified and evaluated as needs arise).
- Review task demands, including climbing and handling equipment, to identify barriers and consider ergonomic improvements or alternative duty arrangements where appropriate (**Responsibility:** Operations and OH&S, with support from HR; **Timeline:** By Q2 2028; **Measure:** Key task demands reviewed and recommendations documented).

Consultations

This Accessibility Plan was developed in consultation with employees, including employees with disabilities. The Accessible Canada Act requires persons with disabilities to be consulted in the development and review of accessibility plans.

Our consultations for this plan period will include:

- Distribute a company-wide accessibility survey to all employees, including targeted questions for employees with disabilities (**Responsibility:** HR; **Timeline:** At least once during the 2026–2028 plan period; **Measure:** Survey completed and results reviewed).
- Resume formal consultations with external organizations that support persons with disabilities (**Responsibility:** HR; **Timeline:** By Q4 2027; **Measure:** At least one external consultation completed).
- Ensure that any employee requesting accommodation is consulted individually as part of the accommodation process (**Responsibility:** HR and the employee's manager, as

applicable; **Timeline:** Ongoing; **Measure:** Individual consultation documented for accommodation cases).

- Actively seek feedback from employees who use accessibility accommodations to assess what is working well and what could be improved (**Responsibility:** HR; **Timeline:** Ongoing; **Measure:** Feedback gathered and improvement opportunities tracked).

We will continue to survey employees, including those with disabilities, to measure progress and ensure that we realize the changes we have set out to achieve. A Progress Report will be published in 2028 in accordance with the Accessible Canada Regulations.

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 all.

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, in interaction with a barrier, hinders a person’s full and equal participation in society.”