



# GRANT GROUP OF COMPAINES ACCESSIBILITY FEEDBACK 2025

*Encompassing Active Transport Inc., Empire Transport Ltd.,  
Hutton Transport Ltd., John Grant Haulage Ltd. And  
Wayfreight Services Ltd.*



# GGC - GRANT GROUP OF COMPANIES

## 2025-2026 ACCESSIBILITY PLAN

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### GENERAL

GGC - Grant Group of Companies is dedicated to fostering a culture of inclusivity and accessibility, which is a fundamental aspect of our corporate values. We recognize that ensuring access for all is essential, not only for the advancement and competitiveness of our organization within the transportation industry, but also for contributing to a barrier-free Canada for all citizens.

To this end, we are in the process of establishing an accessibility framework aimed at enhancing the experiences of both our employees and the public in relation to our services, products, and facilities. We understand that the journey towards a barrier-free environment is a gradual one, and we are committed to continuous efforts to identify, eliminate, and prevent obstacles.

Our initial Accessibility Plan, created in accordance with the Accessible Canada Act, will act as a roadmap to fulfill our accessibility obligations and cultivate a culture that is confident in its commitment to accessibility. We appreciate the significance of comprehending the needs of individuals with disabilities.

Consequently, we have engaged employees who identify as having a disability in the formulation of our plan through an anonymous company-wide survey tailored for employees with disabilities and their allies, as well as through one-on-one interviews with those who self-identify as having a disability.

This accessibility plan is available in any of the following formats upon request:

- Print.
- Large print.
- Audio; and/ or Electronic.

GGC - Grant Group of Companies, values the input of the public, stakeholders, and employees regarding our Accessibility Plan. Your feedback is crucial to our efforts in promoting accessibility and inclusivity. Please utilize one of the contact methods below to provide your inquiry or feedback. We will promptly respond to all feedback received. If you require assistance while submitting your feedback, please inform us, and we will strive to accommodate your requirements.

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## DEFINITIONS

**Accessibility:** Refers to the needs of people 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, interaction with a barrier, hinders a person’s full and equal participation in society.”

## ADDRESSING AREAS IDENTIFIED IN THE ACCESSIBLE CANADA ACT

In accordance with the Accessible Canada Act, we have thoroughly assessed our organization to identify obstacles that impede accessibility in the critical areas specified in the ACA. Upholding the principle of equal access and participation, we are committed to implementing proactive strategies to eliminate these barriers and foster an inclusive environment for all individuals.

### Employment at the GGC

**Barrier 1:** Our organization is still aware of an important barrier concerning the insufficient representation of employees with disabilities within our workforce. While this was brought to attention previously, our feedback initiates a deadline of said processes to be completed, December 31, 2025.

**Feedback:** While we are dedicated to fostering an inclusive environment, we acknowledge the necessity of actively tackling this issue to ensure equitable employment opportunities for individuals with disabilities.

- We will provide training for hiring managers inclusive and accessible recruitment practices.
- We will adopt language that is inviting and supportive of individuals with disabilities in our job postings, highlighting our dedication to equal opportunities and reasonable accommodations throughout the hiring process. This commitment will be prominently displayed at the beginning of all job advertisements.
- We will establish a designated point of contact within our organization to facilitate requests for accommodations from applicants with disabilities during the application and interview processes. This individual will possess expertise in accessibility and be equipped to address specific needs.
- We will promote the practice of remote interviews among hiring managers as a standard procedure. This method will enhance flexibility and accessibility, enabling candidates to participate in the hiring process from their preferred locations.

**Barrier 2:** Acknowledging the significance of transparency and clarity, we recognize the necessity to enhance our communication practices to ensure that individuals are fully informed about the wide array of accommodations accessible to them.

**Feedback:** In response to this barrier, we are implementing proactive measures to improve our communication strategies, guaranteeing that individuals with disabilities receive thorough information regarding accommodation options and the associated processes.

- We will perform a comprehensive evaluation of our current accommodation procedures, scrutinizing each phase to pinpoint areas that require enhancement. This assessment will involve soliciting feedback from employees, disability advocates, and pertinent stakeholders, allowing us to identify potential gaps or obstacles.
- We will create detailed guidelines and documentation that explicitly delineate the accommodation process, encompassing the required forms, timelines, and responsibilities of all involved parties. This resource will act as an essential reference for employees, managers, and HR personnel, ensuring uniformity and clarity throughout the accommodation process.
- We will revise our welcome packages to include a specific section dedicated to accommodations. This section will provide clear and succinct information regarding our commitment to offering reasonable accommodations, our accommodation policies, the procedure for requesting accommodations, and the resources available to assist employees during their accommodation journey.

## Environment

**Barrier 3:** We have recognized the lack of automatic doors in our accessible washrooms. This shortcoming restricts the ease of access for individuals with disabilities, thereby affecting their autonomy and overall experience.

**Feedback:** All washrooms have had necessary updates to ensure no door is closed, allowing for people with disabilities to enter seamlessly.

- We will continue to review the installation of automatic doors in our accessible washrooms
- We will continue to ensure that clear signage is displayed to indicate the presence of automatic doors in the accessible washrooms. This will serve as a visual indicator for individuals with disabilities, confirming that the washrooms are adequately equipped to cater to their needs.

**Barrier 4:** We plan to be up to code with the Canada Labour Code which was amended to require federally regulated employers to provide access to menstrual products for employees at no cost.

- We will strive to provide clean and hygienic tampons and pads in each toilet room, or in another location that offers reasonable privacy
- Additionally, covered containers for menstrual product disposal must be provided in each toilet room.
- All products will be paid for and covered by the company, at no charge to the employee

## Information and Communication Technologies (ICT)

**Barrier 5:** The IT team possesses limited expertise in accessibility, which restricts their capacity to adequately support individuals with disabilities in the workplace.

**Feedback:** We are continuously committed to overcoming this barrier and enhancing our proficiency in accessibility technology.

- We have been working on educating our IT department on all new programs, technologies and systems being implemented into our organization, and with that, an understanding of how or if this affects people with disabilities.

**Barrier 6:** New programs being implemented into our organization are not fully accessible

**Feedback:** Acknowledging the significance of utilizing technology to empower all individuals, we are committed to overcoming this barrier and fully harnessing the accessibility capabilities of our tools and software.

- Any new systems we are planning to integrate are all being screened prior to commitment, to ensure they are easily accessible for all people.
- Our goal is to be mindful of what is considered an accessible program

**Barrier 8:** We have recognized a lack of plain language in our communications.

**Feedback:** We are revisiting all policies and procedures, ensuring the language is uniform for all employees.

- We are currently implementing a targeted training program that will be clear and cohesive for all employees to read and revisit when/if necessary
- We will review our communications more regularly, on a more set schedule.

## Procurement of Goods, Services and Facilities

We have not identified any barriers in our procurement practices that hinder accessibility.

No obstacles have been detected in our procurement practices that impede accessibility. We will persist in evaluating and enhancing our procurement policies to emphasize the necessity of considering accessibility in the acquisition of goods and services. By actively incorporating accessibility criteria into our procurement policies and guidelines, we bolster our dedication to fostering an inclusive and accessible environment.

## Design and Delivery of Programs and Services

**Barrier 9:** There is an absence of a uniform metric to evaluate the accessibility of our internal and external programs, events, and engagements.

**Feedback:** Our objective is to establish a reliable framework for assessing the accessibility of our initiatives, thereby enabling individuals of all abilities to fully engage with and benefit from our offerings.

- We will create an accessibility checklist, which will act as a practical resource to facilitate our evaluation process, ensuring that we consistently consider essential accessibility factors.
- We will conduct regular reviews and updates of the accessibility checklist.
- We will provide training for those involved in the development of programs, processes, and procedures on the Accessible Canada Act and its regulations to foster inclusivity and ensure compliance.

## Transportation

**Barrier 10:** The act of accessing a transport truck can present difficulties for drivers because of the repetitive actions and the elevation of the steps required.

**Feedback:** This situation creates a significant obstacle for those with motor-related disabilities, potentially hindering their capacity to carry out their job responsibilities efficiently.

- We will continue to implement and install extended tractor steps or folding steps, as appropriate, to minimize the distance required to enter truck cabs.
- We will also install swivel seats, where suitable, to enhance accessibility to truck cabs.
- We will offer up additional positions for persons who are not physically able, at the time, to drive or access a truck for any mobility related issue.

## CONSULTATIONS

In accordance with the commitment of GGC - Grant Group of Companies to fostering an inclusive workplace, we have collaboratively crafted our Accessibility Plan through comprehensive consultations with our employees, including those with disabilities and their allies.

This approach guarantees that their essential perspectives and insights are integrated into our initiatives aimed at making our workplace accessible to everyone.

We collected feedback and input from our team members through two distinct methods:

- **Anonymous Company-Wide Survey:** We conducted a thorough survey distributed to all employees, inviting participation from individuals with disabilities and their allies. The survey addressed various dimensions of accessibility and garnered responses from 350 participants. This process enabled us to capture a wide range of perspectives and valuable insights regarding accessibility challenges and potential solutions within our organization.

- **1:1 Interviews:** We engaged with employees who have self-identified as individuals with disabilities and conducted personalized interviews with those who volunteered to share their experiences within our organization.

These meaningful discussions have equipped us to formulate targeted strategies and initiatives that cater to the specific needs of our employees with disabilities. To monitor our progress and ensure the effective implementation of the changes outlined in our Accessibility Plan, we will sustain an ongoing survey initiative that includes all employees.

Furthermore, to enhance awareness of accessibility and encourage feedback, members of our HR and leadership teams will incorporate a link to the Accessibility Plan and the feedback form in their email signatures. This will provide all employees with easy access to the plan and facilitate the submission of input and suggestions to further improve accessibility within our organization.