



ACCESSIBILITY PLAN

PROGRESS REPORT

August 15, 2024

Western Canada Express (the "Company") has engaged the use of a third-party consultant, Mind for Matter, to run a survey and get feedback from all employees of the Company. The survey was posted in visible areas such as bulletin boards in employee lunch rooms and other common areas in May 2024.

The survey was available in two languages: English and French.

Unfortunately, we did not get any material feedback from the survey. Some managers were consulted as well and we requested for information or queries that came from employees regarding accommodation. No such feedback was received.

As corrective action, it is recommended that the following be implemented immediately:

- 1) Discussion on Accessibility be part of the periodic meetings between employees and managers
- 2) Run survey quarterly and request the managers to encourage employees to participate
- 3) Educate managers and employees on Accessibility by sharing legislative updates by posting on common areas and disseminating information via email

Western Canada Express continues to support and provide an inclusive, respectful and safe work place adapted to meet the diverse needs of all our stakeholders.

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