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J & R Hall Transport Accessibility Plan

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

General

Executive Summary

J & R Hall Transport is committed to building a culture of inclusivity and accessibility. Not only is this part of our company culture but opening access to all is imperative to our continued growth and competitiveness as an employer in the trucking sector. We will contribute to a barrier-free Canada for everyone by building an accessibility framework that will support employees and the public we serve have the best experience possible with our services, products, and facilities.

We know creating a barrier-free environment takes time and we are dedicated to the ongoing identification, removal, and prevention of barriers. J & R Hall Transport will build on our current efforts through the development of our initial Accessibility Plan as required under the *Accessible Canada Act*. This Accessibility Plan will guide our organization in meeting our accessibility commitments and inbuilding an accessibility-confident culture.

To address gaps in these areas, it is important to recognize and understand the needs of those with disabilities. This plan and future actions will be developed in consultation with employees who identify as having a disability via employee surveys as well as consulting with external organizations that serve people with disabilities.



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Your Input and Feedback

J & R Hall Transport welcomes feedback on our Accessibility Plan from the public, employees, and our stakeholders. This feedback is valuable to us as it helps us break down accessibility barriers and build on our commitment to accessibility and inclusion.

We will respond to all feedback in a timely manner. If you require support while providing feedback let us know and we will do our best to accommodate your needs. If you have an inquiry or feedback, please reach out to: Sandy McCullough at s.mccullough@jrhall.ca or Lucas Knill @ lucas.knill@jrhall.ca

Statement of Commitment

At J & R Hall Transport we are committed to making our organization and the services we provide accessible to all, including persons with disabilities. All Canadians have the right to benefit from our services equally and those who collaborate with us have the right to perform their jobs free of barriers.

Reporting Our Plan

As required by the *Accessible Canada Act*, we will publish a status report every year that measures our progress against our commitments. We will also review and update our Accessibility Plan every three years. Progress Reports and updates to our Accessibility Plan will be shaped by consultation with persons with disabilities.

Addressing Areas Identified in the Accessible Canada Act

The below sections will be populated with barriers identified through consultation of employees.

Employment

The "employment" area ensures that candidates and employees with disabilities and those who experience barriers are supported throughout the entire employment lifecycle.

Built Environment

The "built environment" area ensures that workspaces and the work environment are accessible for all.

Information and Communication Technologies (ICT)

"Information and communication technologies" are various technological tools used to send, store, create, share, or exchange information.



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Communication other than ICT

This area requires that organizations provide barrier free access for the public, clients, and employees to all the communications that the Company produces for this audience.

Procurement of Goods, Services and Facilities

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

Design and Delivery of Programs and Services

When designing and delivering the Company’s internal and external programs and services, accessibility considerations must be part of the process right from the very start.

Transportation

This area of focus in the *Accessible Canada Act* covers the transport of people and goods. Vehicles that are used by organizations and regulated by the federal government must take into consideration barriers to operation and provide accommodation to the employee operating the vehicles as needed.

Consultations

To align with J & R Hall Transport’s commitment to make our workplace environment accessible to all, we have developed our Accessibility Plan in consultation with our employees, including those with disabilities.

We will gather feedback and input from our team members and external organizations through a companywide survey.

We will continue to survey employees, including those with disabilities as well as engage with external organizations supporting persons with disabilities to understand and seek recommendations for improving accessibility to the Company’s building space and yards and our programs and services. to measure progress and ensure that we realize the changes we have set out to achieve.