

Accessibility Plan

General

MCL McGill Carriers Ltd. (the “**Company**”) has prepared this accessibility plan in accordance with the Company’s obligations under the *Accessible Canada Act* (the “**ACA**”) and the *Accessible Canada Regulations* (the “**ACR**”).

The Company 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. Please send your feedback to our Director of Human Resources.

You can send your feedback by email, phone or mail using the contact information listed below.

You can use the contact information listed below to ask us for a copy of our accessibility plan and our feedback process description in these alternate formats: print, large print, Braille, audio or an electronic format that is compatible with adaptive technology that is intended to assist persons with disabilities.

Contact us:

- Email: accessibility@mclmcgill.com
- Phone: 604-526-6560 x 213
- Mail: 827 Belgrave Way, Delta, BC V3M 5R8

Consultations

The Company consulted persons with disabilities when preparing this accessibility plan.

The Company conducted consultations through online surveys on March 17, 2026. The online survey was sent to all employees and Owner Operators.

The Company asked the following questions:

- What types of barriers have you faced when dealing with our organization?
- Do you have ideas about how we could remove and prevent those barriers?
- Which of those barriers do you think we should address first?
- Do you think our feedback process meets your accessibility needs?

The Company did not receive any feedback during the consultation process.

Areas in section 5 of the Accessible Canada Act

Employment

We identified the following barriers:

- Barrier 1: Our job postings do not mention our commitment to accessibility and inclusion, or explain how to ask for disability-related accommodations.
- Barrier 2: We don't currently require all managers to take training on accessibility.

We will do the following to remove and prevent those barriers:

- Barrier 1: We will add text to all our job postings that mentions our commitment to accessibility and inclusion, and that tells applicants how to ask for accommodations. We will start including this text in our job postings within six months.
- Barrier 2: We will require all managers to take this training within 6 months. The training will explain the need to provide employees with disabilities with equal opportunities to advance in their careers.

The built environment

We identified the following barriers:

- Barrier 1: The entrance to the building is not wheelchair accessible.

We will do the following to remove and prevent those barriers:

- Barrier 1: We are tenants in this building. We will ask our landlord / property manager to install a wheelchair accessible ramp at the entrance of the building.

Information and communication technologies

We identified the following barriers:

- **Barrier 1:** The website does not currently provide a built-in text-to-speech ("Read This Page to Me") option, which may create barriers for individuals with visual, cognitive, learning, or other disabilities who rely on audio access to digital content.

We will do the following to remove and prevent those barriers:

- Barrier 1: We will fix these problems within one year.

Communication, other than information and communication technologies

- We have not identified any barriers in this area.

The procurement of goods, services and facilities

We have not identified any barriers in this area.

The design and delivery of programs and services

We have not identified any barriers in this area.

Transportation

We have not identified any barriers in this area.

Conclusion

The Company will monitor and measure progress to make sure the Company is meeting its accessibility goals and removing the barriers that have been identified.

We encourage feedback through our feedback process. Any feedback will be used to help the Company implement its accessibility plan. Any feedback received will be reviewed internally and will be implemented in accordance with the ACA and the ACR.

The Company will publish progress reports on the implementation of its accessibility plan.