

Intent

NexGen Transportation Ltd. (NexGen) is committed to fostering an inclusive environment that accommodates all stakeholders, including clients, employees, job applicants, suppliers, and visitors with disabilities. Our commitment extends to identifying, removing, and preventing barriers to ensure full and equal participation in all aspects of our operations.

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 persons of all abilities.

Barrier: Anything that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learnings, communication or sensory impairment or a functional limitation. This includes anything physical, architectural, technological, or attitudinal, anything that is based on information or communications or anything that is the result of a policy or practice.

Disability: Any impairment, including a physical, mental, intellectual, cognitive, 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.

Summary

NexGen is committed to fostering a culture of inclusivity and accessibility. We recognize that creating a barrier free environment is essential for our growth and competitiveness in the transportation sector. Our Accessibility Plan will contribute to a more accessible Canada by ensuring that our services, products, and facilities are accessible to all stakeholders, including employees and the public.

To address gaps in accessibility, NexGen Transportation Ltd. formulated this plan through consultations with employees, including those with disabilities, as well as researched organizations specializing in accessibility. We will continue to seek input from employees and the public to ensure ongoing improvement.

Feedback

We welcome feedback on our Accessibility Plan from the public, employees, and stakeholders. This feedback is valuable to help break down accessibility barriers and build on our commitment to accessibility. Feedback can be provided through various channels, and we will respond promptly to all inquiries.

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Statement of Commitment

NexGen is committed to ensuring that our organization and the services we provide are accessible to all, including persons with disabilities. We believe that all Canadians have the right to equitable access to our services, and our employees have the right to work in an environment free of barriers. We will develop our Accessibility Plan through consultation with persons with disabilities and will revise the plan annually to measure our commitments against the Accessible Canada Act.

Addressing Areas Identified in the Accessible Canada Act (ACA)

Employment

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

NexGen has identified the following barriers that candidates and employees with disabilities may encounter.

Barrier #1: NexGen recognizes the need to attract candidates with disabilities to career opportunities within our organization.

Actions:

- Increase the number of job posting locations that reach persons with disabilities and affiliated communities.
- Ensure job descriptions follow accessibility best practices and readability and be prepared to supply the information in accessible formats when requested.
- Educate hiring managers on accessibility and how they can ensure a barrier-free hiring, selection, and accommodation process.
- Scale current recruitment, selection, and onboarding practices against leading accessibility practices in other trucking companies and different industries.

Barrier #2: NexGen understands that there is a requirement to improve awareness opportunities for candidates to request reasonable accommodations during the recruitment process.

Actions:

- Incorporate language in job postings indicating the availability of accommodations for roles that do not have a bona fide occupational requirement for applicants with disabilities.
- Educate candidates and employees about accommodation options during the recruitment and selection process.
- Highlight accessibility commitments on our internal careers page so that candidates can get an idea of the environment that they could be working at.

Built Environment

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

Barrier #3: Some spaces within the main office and truck yard may limit the mobility of employees and visitors with disabilities.

Actions:

- Establish an advisory committee to prioritize design changes for accessibility.
- Automate door openers in NexGen's primary pathways.
- Identify mobility barriers in building that can only be accessed by stairs and develop a plan to correct or find alternate space in the building that can accommodate restrictions.
- Install illumination signage in less lit areas to support those with visual impairments.

Barrier #4: Cannot safely dispose of sharps or medical devices in office or yard locations leading to improper handling and transporting items home to dispose of.

Actions:

- Install designated sharps containers in the washrooms with tamper resistant disposal units and educate employees on how to use appropriately.

Information and Communication Technologies (ICT)

The "Information and Communication Technologies" are various technological tools used to send, store, create, share, or exchange information.

Barrier #5: The current IT team is not well versed in accessibility features and technology and does not know how to assist persons with disabilities in the workplace.

Actions:

- Provide training to IT employees on accessibility principles and tools.
- Review current website, intranet and applications and remediate accessibility deficiencies.
- Ensure that training materials and support are readily available for individuals with disabilities to learn how to access and utilize accessibility features, including scaling text and images, enabling text-to-speech features, and activating closed captioning on Microsoft Teams.

Barrier #6: Existing tools and software within the organization have accessibility capabilities that are not being utilized in an accessible way.

Actions:

- Conduct an inventory of IT systems within the organization to measure accessibility features.
- Educate and communicate opportunities to utilize accessibility features already available to workforce.

Barrier #7: Meeting and collaboration technologies may limit participation for individuals with disabilities.

Actions:

- Review and update technologies in meeting spaces for accessibility compliance.

Communication Other Than Information and Communication Technologies (ICT)

The “Communication Other Than ICT” 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.

Barrier #8: NexGen lacks a consistent process for providing alternate formats of communication.

Actions:

- Identify service providers to create alternate formats, where appropriate and when needed.
- Prepare standard resources and commonly issues company communication in alternative formats so that they are ready to be distributed upon request.
- When requested, NexGen will provide alternate formats as soon as possible and within the time frames listed in the Accessible Canada Regulation which will include print, large print, audio format, braille, or an electronic format that is compatible with adaptive technology.

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.

Barrier #9: NexGen’s procurement procedures and practices do not take into consideration accessibility requirements.

Actions:

- Ensure procurement procedures and practices are modernized and include awareness around accessibility.
- Ensure that accessibility and the needs of employees facing barriers are considered when new equipment, software, and food items are purchased.
- Include accessibility considerations in RFQ, budget, and proposals from external customers.

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.

Barrier #10: NexGen does not currently have a standard approach for ensuring that all programs, processes, and services have taken accessibility into consideration.

Actions:

- Examine all programs, processes, policies/procedures, and services to verify that accessibility considerations have been considered.
- Develop an Accessibility Checklist to facilitate the incorporation of essential accessibility standards.
- Conduct training sessions on the Accessible Canada Act and Accessible Canada Regulations for employees tasked with crafting and implementing programs, processes, policies, and procedures.

Transportation

The “Transportation” 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 vehicle as needed.

NexGen’s business may provide transportation and/or specialized and industrial services, but it does not provide passenger transportation services. As such, barriers to the public and passenger-based services are not considered. NexGen’s focus is primarily on continually evaluating potential barriers that exist for employees and candidates.

We have reviewed our policies, practices and services related to transportation and no barriers exist at this time. NexGen provides accommodations to employees travelling for business and training and we are committed to reviewing our policies and communications related to travel and transportation, as needed, to ensure that they are barrier free.

Consultation

NexGen has engaged in consultations with employees, including those with disabilities, and external organizations specializing in accessibility. These consultations have provided valuable insights to shape our Accessibility Plan and ongoing initiatives.

We will continue to survey employees, including those with disabilities and any working groups that have been developed as part of this Accessibility Plan, to measure progress and ensure that we realize the changes that we’ve set out to achieve.