



THE
ACCESSIBLE CANADA
ACT



CWS Logistics Ltd.'s
ACCESSIBILITY PLAN
2025

General

Executive Summary

At CWS Logistics Ltd., we are dedicated to fostering a culture of inclusivity and accessibility. We believe that making our services and facilities accessible to all is not just part of our company values—it is crucial for our continued growth and competitiveness in the trucking and warehousing industries. By developing an accessibility framework, we aim to ensure that both our employees and the customers we serve have the best possible experience with our operations. Our goal is to contribute to a barrier-free Canada, where everyone can access the opportunities they deserve.

We understand that creating a truly accessible environment is an ongoing process. Identifying, removing, and preventing barriers is key to making our workplace and services inclusive for all. As part of our commitment to the **Accessible Canada Act (ACA)**, CWS Logistics Ltd. will develop and implement an **Accessibility Plan** that not only meets legal requirements but also supports an organizational culture that is confident and committed to proactively embracing accessibility.

In crafting our **Accessibility Plan**, we have prioritized a consultative approach to ensure it accurately reflects the needs of individuals with disabilities. We've engaged employees who identify as having a disability through companywide surveys, gathering firsthand insights on the challenges they face and how we can improve. Additionally, we will continue to collect feedback through our website, ensuring ongoing dialogue with employees, customers, and the broader community. We also consulted with external organizations specializing in disability advocacy, ensuring that our plan aligns with best practices.

Input and Feedback

CWS Logistics Ltd. 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. If you have an inquiry or feedback, please use one of the contact methods below. 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.

Contact: Shayne Allan – Customer Solution Manager
Mailing Address: 1664 Seel Avenue, Winnipeg, MB, R3Y 1X8
Email: accessibility@cwslogistics.com
Phone: 1-204-474-2278
Website: www.cwslogistics.com

Addressing Areas Identified in the Accessible Canada Act

Organization-wide

During the development cycle of this accessibility plan, we learned that there is a large varying knowledge base about accessibility and disability. To successfully achieve the goals that we have outlined in this plan, we recognize that our workforce needs to have a shared understanding of these topics.

Action:

- By 2026, CWS Logistics Ltd. will develop a program to conduct training to all employees on accessibility and accommodations.

Employment

This area ensures that candidates and employees with disabilities and those who experience barriers are supported throughout the entire duration of their employment.

Barrier:

- CWS Logistics Ltd. continues to face competition for employees and currently is not attracting enough applicants from underrepresented populations such as persons with disabilities.

Actions:

- Increase job posting locations that reach persons with disability community program
- Ensure job postings follow accessibility best practices and are written for readability and provide information in accessible formats when requested.
- Train managers on accessibility and how they can ensure a barrier-free hiring, selection, and accommodation process.

Barrier:

- Improve awareness opportunities for candidates to request reasonable accommodations during the recruitment process.

Actions:

- Include an employment equity and diversity statement in all job postings.
- Develop accommodation guidelines for applicants with disabilities and establish process for receiving accommodation requests.
- Educate candidates and employees about the availability of accommodations for applicants with disabilities in recruitment and selection processes.

Built Environment

- In the past 10 years CWS Logistics Ltd. made significant capital investment in our facilities. Renovated according to current building codes and accessible to employees and visitors with disabilities.

Actions:

- CWS Logistics Ltd. will continue to include accessibility to all our future renovations. Due to the nature of our workplace and the hazards that accompany it, visitors and customers are restricted to designated areas.

Information & Communication Technologies

- CWS Logistics Ltd. is a medium sized company and have systems and technologies purchased 'off-the-shelf.' Until now, we have placed little emphasis on accessibility when buying or setting up new technologies but will commit to considering barriers and other accessibility factors in the future in consultation with our IT providers.

Actions:

- CWS Logistics Ltd. will consult with our IT providers about how accessibility should be considered in our internal systems and other hardware applications.

Communication Other Than Information and Communication Technologies (ICT)

CWS Logistics Ltd. will provide barrier free access for the public, clients and employees to all communications that we produce.

Barrier:

- CWS Logistics Ltd. does not have a consistent process to ensure alternate formats of communication are available.

Actions:

- A review of our website and its contents to identify ways to improve accessibility through alternate formats.
- When asked, CWS Logistics Ltd. will provide alternate formats within time frames listed in the **Accessible Canada Regulations**.

Procurement of Goods, Services and Facilities

- CWS Logistics Ltd. does not always consider accessibility in our procurement process and internal practices. Our facilities are fully accessible for our vendors with disabilities.

Actions:

- CWS Logistics Ltd. will review our vendors accessibility capabilities to ensure they can deliver goods and/or services consistent with our current accessibility needs.

Design and Delivery of Programs and Services

Barrier:

- CWS Logistics Ltd. provides services to contracted customers. Employees with disabilities who work for our customers may interact with us through various media formats.

Actions:

- CWS Logistics Ltd. will review and consult our customers accessibility capabilities to provide a positive experience for our customer's employees with disabilities.
- Create an accessibility checklist to help ensure key accessibilities are being considered.

Transportation

Transportation for this purpose refers to transportation of people, not goods. CWS Logistics Ltd. does not transport people or operate a fleet of transportation vehicles as defined in the **Accessible Canada Act** and is not include in the scope of this plan.

Consultations

To align with CWS Logistics Ltd. commitment to make our workplace environment accessible to all, our initial **Accessibility Plan** was developed in consultation with leaders of key areas to support the identification of barriers, employees with disabilities through an internal survey and subsequent follow up conversations, as well as an initial review conducted with Saskabilities in Regina.

We will continue to survey employees and members of the general public as well as consult with external organizations that have been referenced in this **Accessibility Plan** and measure progress to ensure we meet the commitments we set out to achieve.

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.”