



Accessibility Plan

The *Accessible Canada Act* (ACA) and the *Accessible Canada Regulations* (regulations) require that federal entities prepare and publish accessibility plans. This plan was prepared for the Polaris Transport Carriers Inc., and is considered an evergreen document to be reviewed and updated yearly.

Enquiries

The designated representative for our organization is Laura Muir – Chief Human Resources Officer. Any feedback on this plan or on accessibility can be addressed electronically at hr@polaristransport.com

Executive summary

Accessibility is an important strategic objective at Polaris Transport Carriers Inc., as such we strive to continuously improve our facilities and services. We foster a culture that promotes learning and we will expand consultations on a number of internal policies and procedures as well as communication tools, to ensure we meet the highest standards of accessibility for all partners, our employees, visitors and applicants. Our (DEIB) *Diversity Equity Inclusion and Belonging* Committee also perform evaluations of our organization on how we can remove barriers. We look forward to this evergreen process and welcome this opportunity to remove and prevent any barriers to accessibility which may exist.

Our Organization and Commitment

Polaris was founded in 1994 by Larry and Geri Cox. Their progressive approach to helping others develop careers has provided many with experiences they may not have had otherwise. Their son, Dave Cox is our Chief Executive Officer and has helped to develop programs such as the Polaris Leadership Program and Larry Cox Academy to promote these core values. We are committed to investing in technology, our physical locations and our people to promote inclusion to our people, partners and community. Our (DEIB) *Diversity Equity Inclusion and Belonging*



Committee also perform evaluations of our organization on how we can remove barriers. Our organization has attained the 2023 Employee Engagement Excellence Award – for HR strategies to promote employee satisfaction and workplace engagement, 2023 Trimble Ovation Award – for technological innovation, 2022 Achievement of Excellence for Women in the Workplace Award – for supporting women in our industry and providing equal opportunity and resources for growth.

In 2024 in alliance with the Women’s Trucking Federation of Canada, Polaris sponsored the Geri Cox Allyship Excellence Award. This award focuses on men in our industry who have provided opportunities to women in our industry.

Our Progress on the 7 Pillars of the Accessibility Canada Act

Employment

In the fall of 2023 and as an on-going initiative, a number of jobs were evaluated to permit staff with accommodations to either work from home or increase the percentage of their work from home abilities.

We also offered virtual interviews to incumbents.

The built environment (buildings and public spaces)

Our health and safety committee has identified areas that required maintenance and a timeline for remediation was organized. An example is the maintenance of our accessible bathroom as well as our lift.

In 2024 we installed a paved walkway for our drivers in the yard to enable those with accommodations to have better mobility in the yard.



Hardware & equipment

In 2023 we implemented a new benefits provider that covers ergonomic assessments the health care spending account can be used to cover the costs of equipment.

The organization will continue to provide ergonomic equipment such as sit-stand desks and mobile technology to our drivers.

We are determined to create a work plan that bridges disability technology for our users.

Information and communication technologies

Our VP of Automation will be preparing a plan/audit to be executed in 2024/2025 to improve the capabilities of our software for those with special needs.

Communication, other than information and communication technologies

All changes to our website and social media adhere to AODA (Accessibilities Ontario with Disabilities Act) requirements. ~~All changes adhere to these requirements.~~

Training

In 2024/2025 we will roll out **IASR** *Integrated Accessibility Standards Regulations* training throughout the organization and also include it as part of our onboarding training.



Gathering information and feedback on initiatives

Our Human Resources Department conducts an annual survey and also has regular one on one discussions to get feedback and suggestions on further improvement with our staff. As some individuals have identified themselves with special accommodations they have requested that such discussions remain with Human Resources for confidentiality reasons.

Our DEIB committee is composed of a cross-section of our organization who raise awareness to initiatives and also collect feedback during their interactions with their teams and also when meeting with others. They have an email box should staff or partners want to connect on opportunities or feedback.

deicommittee@polaristransport.com

As part of mandatory leadership training our leaders attend unconscious bias classes and they are also given details on how to receive feedback or inquire about accommodations during one on one discussions.

As we learn more and foster open communication on accessibility we will be able address any limitations and plan to improve the overall environment.