



Aevitas Inc. Accessibility Progress Report

Executive Summary

Aevitas Inc. published its first Accessibility Plan on June 1, 2023, in accordance with the Accessible Canada Act and its regulations. This report outlines the progress made toward identifying, removing, and preventing accessibility barriers in the seven priority areas defined by the Act: Employment, Built Environment, Information and Communication Technologies (ICT), Communication (other than ICT), Procurement, Design and Delivery of Programs and Services, and Transportation.

As a hazardous waste service provider operating across multiple provinces, including Alberta, British Columbia, Ontario, and Quebec, Aevitas Inc. serves commercial, industrial, and institutional customers. While we are early in our accessibility journey, we are firmly committed to fostering an inclusive and accessible workplace and service environment for all.

Key achievements include:

- Expanding our Employment Equity Survey to better understand our workforce.
- Updating our Accommodation Policy and embedding accessibility practices into recruitment.
- Completing a review of our public-facing website and internal systems for WCAG 2.1 AA compliance.
- Launching training for management.
- Notifying the public of our Accessibility Plan and feedback processes.

We recognize that building a barrier-free organization is an evolving process. Feedback from employees and customers is crucial to our ongoing improvement. This report reflects our dedication to continuous learning and the meaningful inclusion of persons with disabilities.

Feedback Process

Aevitas Inc. values feedback from employees, customers, and the public regarding accessibility. Feedback helps identify previously unrecognized barriers and guides the continuous refinement of our Accessibility Plan.



You can provide feedback in the following ways:

- **Email:** accessibility@aevitas.ca
- **Phone:** 519-740-1333 ext. 1032 | Toll-Free: 800-324-9018
- **Mail:**
Human Resources
Aevitas Inc.
75 Wanless Court
Ayr, Ontario N0B 1E0

Feedback may be provided anonymously. If contact information is provided, we will acknowledge receipt within five (5) business days and respond using the same method of communication. All feedback and records of responses will be retained for seven (7) years.

Alternate Format Requests

Copies of the Accessibility Plan and the feedback process are available in alternate formats upon request. We will fulfill requests in:

- **Within 15 days:**
 - Print
 - Large print
- **Within 45 days:**
 - Braille
 - Audio
 - Electronic formats compatible with adaptive technology

To request an alternate format, contact accessibility@aevitas.ca or call the numbers listed above.

Accessibility Statement

Aevitas Inc. is committed to providing a barrier-free environment for all stakeholders, including employees, customers, suppliers, and visitors. We strive to offer a safe, dignified, and welcoming experience and uphold our responsibility to remove and prevent barriers to accessibility.



Overview of Progress – Addressing Areas Identified in the Accessible Canada Act

Aevitas Inc. has taken a proactive approach to meeting our obligations under the Accessible Canada Act by identifying and addressing barriers in seven focus areas. In the first year of implementation, our strategy focused on building foundational practices, consulting with employees with lived experience, and aligning internal processes and systems with accessibility standards. Below is a summary of progress in each area:

1. Employment

Barrier Identified: Lack of formal accessibility accommodations framework and limited targeted outreach to individuals with disabilities.

Actions and Progress:

Action	Status
Expand Employment Equity Survey to understand types of disabilities represented in our workforce.	Completed: Survey to be distributed in Q2 2025.
Review, update, and communicate the Aevitas Inc. Accommodation Policy.	Completed: Internal review completed; updates posted to Company Intranet.
Notify job applicants of accommodations during recruitment, selection, and employment.	Completed: Accessibility statement added to job postings.
Include Accommodation Policy information in offers of employment.	Completed: Incorporated into employment offers.
Develop Flexible Work Policy recognizing accommodation opportunities.	In Development: Draft in progress.
Invite participation from employees with disabilities in annual Accessibility Plan review.	Ongoing: Planning a focus group for Q4 2025.
Develop targeted outreach strategies for inclusive recruitment.	Ongoing: Scheduled for exploration in 2025.



2. Built Environment

Barrier Identified: Inconsistent accessibility features across facilities and outdated emergency systems.

Actions and Progress:

Action	Status
Update emergency evacuation systems with visual alert technology.	Completed: Installation completed at Ayr and Brantford sites.
Ensure accessibility features in retrofits and new builds align with current codes.	Ongoing: Applied when applicable.
Consult with persons with disabilities when modifying office spaces.	Ongoing: Applied when applicable.

3. Information and Communication Technologies (ICT)

Barrier Identified: Inaccessible digital platforms and inconsistent use of accessible document templates.

Actions and Progress:

Action	Status
Ensure public-facing website is WCAG 2.1 AA compliant.	Completed: Audit initiated; priority fixes implemented.
Evaluate new tech purchases for accessibility compliance.	In Progress: Developing IT procurement policy.
Review employee intranet and eliminate accessibility barriers.	Not Started: Review scheduled for Q4 2025.
Review accessibility of employee software and platforms.	Ongoing: Internal review under way; targeted adjustments to follow.



Action	Status
Develop “inclusive-by-default” Office 365 templates.	Ongoing: Accessibility tools utilized within Word, PowerPoint, Excel, and other Office 365 applications.

4. Communication (Other Than ICT)

Barrier Identified: Limited employee understanding of feedback processes and accessibility rights.

Actions and Progress:

Action	Status
Notify the public and workforce of Accessibility Plan via website.	Completed: Posted June 2023.
Provide feedback process in accessible formats upon request.	Completed: Request form and contact details available online.
Update and publish revised Accessibility Plan annually.	Ongoing: Annual updates in progress.
Provide accessibility awareness training to employees and managers.	Ongoing: Management training completed; additional sessions planned.
Promote accessibility through events and awareness campaigns.	Ongoing: Posters and email campaigns underway.
Educate employees on accommodation request process.	Completed: Documented and communicated during onboarding; available on intranet.

5. Procurement of Goods, Services, and Facilities

Barrier Identified: Accessibility not consistently integrated into procurement processes.



Actions and Progress:

Action	Status
Review procurement processes for barriers and create guidelines.	Not Started: Targeted for Q4 2025.
Train procurement staff on accessible purchasing practices.	Not Started: Researching available training modules.
Consult with persons with disabilities on accessibility needs in procurement.	Ongoing: Incorporated into employee surveys.

6. Design and Delivery of Programs and Services

Barrier Identified: Limited consultation with persons with disabilities when designing customer-facing materials, leading to the potential for overlooked accessibility needs.

Action	Status
Plan to consult with disability organizations and website users.	Ongoing: Outreach activities planned for 2025.

7. Transportation

Barrier Identified: Not applicable. No public transportation services provided by Aevitas Inc.

Consultations

Aevitas Inc. consulted all employees including employees with lived experience of disability through an internal survey to help inform the effectiveness and the ongoing Accessibility Plan.

Feedback

The Accessibility Survey conducted at Aevitas Inc. gathered responses from employees across a range of roles and regions, including Operations, Management, Administrative,



and Driver/Site staff. Of the respondents, approximately 21% identified as having a disability, including mobility, hearing, mental health, chronic pain, cognitive or learning disabilities, and other functional limitations. Overall, 88% of all respondents reported that their work environment is accessible to them. Most employees, including those with disabilities, expressed a general sense of support in the workplace.

Eight respondents indicated they had previously requested accommodations, with most describing the process as timely, respectful, or easy to understand. Awareness of accommodation procedures was high, with 76% stating they know how to request support if needed. Most respondents confirmed that digital tools and platforms meet their accessibility needs, though some cited opportunities for improvement.

When asked about Aevitas's culture of inclusion, most respondents agreed that the company promotes accessibility and inclusivity. However, a few employees raised concerns, particularly around the need for stronger cultural training and sensitivity. Specific challenges identified by employees with disabilities included mobility related fatigue, parking limitations, and, in some cases, concern about attitudes among coworkers.

Recommendations for improvement included updating equipment and tools, enhancing ergonomic design, expanding accessibility training, and improving internal communication.

Notably, 26 employees including five with disabilities indicated a willingness to participate in future consultations. This demonstrates the potential for Aevitas to make continued, meaningful progress toward a more inclusive and accessible workplace.

Conclusion

Aevitas Inc. remains committed to creating an inclusive, accessible workplace and service environment for all. The progress made over the past year reflects our organization's growing awareness of accessibility needs and our dedication to removing barriers across all areas of operation. While we acknowledge that accessibility is a long-term journey, the foundational steps taken have positioned us to make more meaningful progress moving forward.

Through internal consultations, policy updates, digital accessibility improvements, and increased awareness among staff, we have begun to embed accessibility into our culture and everyday practices. Feedback from employees especially those with lived experience



of disability has been critical in identifying both strengths and areas requiring further attention. Their insights continue to inform the direction of our work.

Aevitas Inc. will build on this momentum by:

- Enhancing inclusive recruitment and outreach efforts.
- Expanding accessibility training beyond management.
- Implementing accessible procurement practices.
- Strengthening our focus on consultation and engagement with persons with disabilities.