

Vision Truck Lines Inc.

Accessibility Plan Progress Report 2025

GENERAL

Executive Summary

Vision Truck Lines Inc. (“Vision Truck Lines” or the “Company”) is committed to building a culture of inclusivity and accessibility. Not only is this part of our company culture but opening access to all is imperative to our continued growth and competitiveness as an employer in the trucking sector. We will contribute to a barrier-free Canada for everyone by building an accessibility framework that will support employees and the public we serve have the best experience possible with our services, products and facilities.

We know creating a barrier-free environment takes time and we are dedicated to the ongoing identification, removal and prevention of barriers. Vision Truck Lines Inc. will build on our current efforts through the development of our initial Accessibility Plan as required under the Accessible Canada Act. This Accessibility Plan will guide our organization in meeting our accessibility commitments and in building an accessibility-confident culture.

To address gaps in these areas, it is important to recognize and understand the needs of those with disabilities. For this reason, this plan was developed in consultation with employees who identify as having a disability via employee surveys, roundtable discussions and 1-1 interviews. In addition, external organizations that serve people with disabilities were consulted in the development of this plan.

This progress report was prepared to meet Vision Truck Lines Inc.’s obligations under the Accessible Canada Act (ACA) and the Accessible Canada Regulations (ACR). It provides updates on the progress we have made in implementing our 2024–2027 Accessibility Plan and highlights actions taken to reduce or remove barriers for persons with disabilities.

How to Provide Feedback

Please send your feedback to our Office Manager: Sara Desilva.

You can provide feedback by:

- Email: sdesilva@visiontrucklines.com
- Phone: 403-782-7988
- Mail: Box 5568; Lacombe, AB; T4L 1X2

For more information on how you can send your feedback, please visit our website:

<https://visiontrucklines.com>

How to Request Alternate Formats

You can request a copy of our feedback process description or this progress report in alternate formats, including:

- Print
- Large print
- Braille (up to 45 days)
- Audio (up to 45 days)
- Electronic formats compatible with assistive technologies (within 15 days)

To request an alternate format, please use the contact methods listed above.

Feedback

Feedback Summary:

Since publishing our Accessibility Plan, we have received zero feedback.

Consultations

How We Consulted:

- In-person focus groups
- 1-on-1 interviews
- Consultations with the following external organizations:
 - Alliance for Equality of Blind Canadians
 - Canadian Association of the Deaf
 - Signable Vision

We asked participants to assess:

- The accessibility of our facilities, systems, and services
- The effectiveness of current actions
- Their suggestions for improvement

In 2025 Vision Truck Lines Inc. consulted individuals with disabilities in preparation for this progress report. This consult was done in the form of a survey.

- To date, all surveyed individuals found Vision Truck Lines Inc. to be very accommodating to the individual with the disability and their caregiver, if one was required.
 - Vision Truck Lines Inc. will also be implementing a new accessibility survey on our website in 2025, to reach a broader audience.
 - Our survey will be available in accessible formats.
 - We consulted individuals with disabilities, their caregivers, and accessibility experts. We will continue to expand the scope of our consultations over the next few years.
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ACA Areas of Progress

Employment

Barrier 1&2: Our company continues to face competition for employees and currently is not attracting enough applicants from underrepresented populations such as persons with disabilities. There is a need to expand our understanding of the range and variety of accommodation options available to persons with disabilities interested in becoming truck drivers.

Progress:

- HR is in the process of training on Accessibility Standards. Accessible formats of all hiring documents are now available upon request. Job postings that do not include bona fide occupational requirements will indicate the availability of accommodations and provide guidance on how to request disability-related accommodations.
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Built Environment

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

Progress:

- Arrangements will be made where and when needed
 - New improved signage to be installed
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Information and Communication Technologies (ICT)

Barrier 4: The current IT team is not well versed in accessibility technology and does not know how to assist persons with disabilities in the workplace.

Progress:

- Training and investigation will continue in this area.

Barrier 5: Many of the tools and software used in the company have accessibility capabilities that are not being used in an accessible way.

Progress:

- Training and investigation will continue in this area.
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Communication Other Than ICT

Barrier 6: The Company does not have a consistent process to ensure alternate formats of communication that it issues to employees and other stakeholders are available and provided in a timely manner.

Progress:

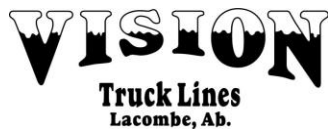
- Training and investigation will continue in this area.
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Procurement of Goods, Services and Facilities

Barrier 7: Vision Truck Lines Inc.'s procurement procedures and practices do not take into consideration accessibility requirements.

Progress:

- This barrier was investigated and does not apply to Vision Truck Lines Inc.
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Design and Delivery of Programs and Services

Barrier 8: Currently there is no standard approach for ensuring all programs, processes and services have taken accessibility into account.

Progress:

- Training and investigation will continue in this area.
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Transportation

As Vision Truck Lines Inc. does not operate a public or employee transit system as defined under the ACA, this section does not apply.

Other Progress

- The company is exploring internal culture initiatives to embed accessibility values into all training and onboarding programs.
 - Accessibility to be added as a standing agenda item at management meetings.
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Conclusion

Vision Truck Lines Inc. remains committed to building a barrier-free workplace. Over the next 12 months, we will:

- Finalize and implement accommodations framework for truck drivers
- Continue renovations to increase accessibility of our facilities
- Monitor progress via our internal Accessibility Forum
- Publish our next progress report in 2026, followed by a renewed Accessibility Plan in 2027

We continue to welcome feedback through our contact channels, which helps shape our actions and measure success. All feedback will be reviewed by our Accessibility Leadership Team and factored into future planning.