



Canada Malting Accessibility Plan

(2023-2025)

General

Canada Malting is committed to fostering an inclusive, respectful, and accessible workplace where all employees and customers are treated with dignity and have equitable access to opportunities, information, and services. We recognize that accessibility is an ongoing journey and an essential part of building a strong, diverse, and sustainable organization.

Through our Accessibility Plan, Canada Malting seeks to identify, prevent, and remove barriers across our operations. This plan focuses on key areas including inclusive hiring practices, accessible communication, and customer service, supported by education and awareness initiatives for employees and people leaders. While physical and infrastructure changes may be constrained by budget limitations, we remain committed to meaningful progress through policy, process, and cultural improvements.

Accessibility is a shared responsibility, and we will continue to listen, learn, and take action to ensure our workplace reflects our values and supports the needs of all individuals.

Consultations

We consulted with an HR Advisory Group online, as well as various accessibility groups and foundations.

- We consulted through:
 - ☒ Discussion groups (online / in-person)
 - ☒ Other: Online learning
- Dates / time periods of consultations: January – February 2024
- We consulted:
 - ☐ Individuals with disabilities



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☒ Disability organizations

Names of the organizations: Cortree, The Rick Hansen Foundation, Canadian Hearing Services

Accessibility experts

Disability experts

- Total number of participants (not including members of our organization): 3
- Number of participants with disabilities: 1
- Types of disabilities represented: Mobility and hearing

Areas in section 5 of the Accessible Canada Act

Employment

We identified the following barriers:

Barrier 1: The current number of employees hired with disabilities is lower than typical labour market availability in our industry.

We will do the following to remove and prevent those barriers:

Barrier 1: We will educate hiring managers on inclusive hiring practices by requiring targeted training within the next 24 months.

The built environment

We identified the following barriers:

Barrier 1: Not all our sites have accessible spaces such as ramps, elevators, automatic doors, and/or other barrier-free spaces.

We will do the following to remove and prevent those barriers:

Barrier 1: We will make accessibility a priority during renovations and capex projects. Any newly developed buildings or acquired spaces will take into consideration best in class accessibility guidelines and prioritize those when building or purchasing.

Information and communication technologies

We identified the following barriers:



Barrier 1: There is a lack of alternative formats for media content such as social media.

We will do the following to remove and prevent those barriers:

Barrier 1: We will work on updating internal video media to include closed captioning and descriptive text on images.

Communication, other than information and communication technologies

We identified the following barriers:

Barrier 1: We use Microsoft Suite extensively to create and share communications, templates, documents, processes, etc. to internal and external customers. This may not always meet the accessibility needs of our customers.

We will do the following to remove and prevent those barriers:

Barrier 1: We will share with our employees how to make Microsoft documents accessible, such as adding alt text to photos in presentations, how to communicate clearly and

concisely, and using Microsoft Accessibility checker to ensure our work improves accessibility for those who use it.

The procurement of goods, services and facilities

We identified the following barriers:

Barrier 1: We procure goods and services such as raw barley from producers. While being able to physically access our buildings is a priority, accessing our buildings/elevators in these specific cases requires a certain degree of mobility in terms of moving product via truck or rail. Therefore, we do not have goals in this category.

The design and delivery of programs and services

We identified the following barriers:

Barrier 1: When interacting with our customers or employees, we do not always take accessibility into consideration when delivering services.

We will do the following to remove and prevent those barriers:



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We will implement a self-identification survey to better understand the needs of our employees

Transportation

Canada Malting does not deploy transportation vehicles and is therefore not within the scope of accessibility requirements. This is something we will revisit in coming years should this change.

Conclusion

Canada Malting remains committed to creating and maintaining an inclusive and accessible workplace where employees and customers can fully participate and thrive. Accessibility is an ongoing process, and we recognize the importance of continuously assessing our practices to identify and address barriers.

As we move forward with the implementation of our Accessibility Plan, our focus will remain on areas where we can make meaningful and sustainable progress, including inclusive hiring practices, accessible communication, and customer service. While financial or structural constraints may limit immediate changes to the built environment, we are committed to advancing accessibility through education, awareness, and attitudinal change, supported by training for employees and hiring managers.

We will continue to review and update our approach to accessibility, engage with feedback, and take reasonable steps to foster a workplace culture that reflects our values of equity, respect, and inclusion.