



G3 Accessibility Plan Progress
Report - 2024

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General

About G3

G3 was created with the vision of building a smarter path from farmers' fields to global markets. Today, G3 is transforming the way grain moves with an expanding network of facilities that set new standards for fast, safe, and reliable operations. We focus on efficiency to create opportunity for our customers across Canada and around the world. G3 Terminal Vancouver, a state-of-the-art export facility, is bringing more speed and efficiency to our grain supply chain. G3 is a Canadian company, and is headquartered in Winnipeg, Manitoba.

G3 exports Canadian grain to more than 40 countries around the world. Since 2015, the company has grown to more than 600 employees and built 16 state-of-the-art grain elevators and two new port terminals.

Executive Summary

G3 is committed to a culture that supports inclusivity and accessibility for all employees and customers. The company will contribute to support a barrier-free environment by supporting accessibility in G3's facilities, services, digital platforms while ensuring equal opportunities and experiences for everyone.

At the heart of G3's commitment are the core values of equality, diversity, and respect. G3 acknowledges the unique needs of employees and is dedicated to eliminating barriers that may hinder their participation and experiences within G3.

G3 will continue to build upon the efforts demonstrated through the development of the company's Accessibility Plan as required under the Accessible Canada Act. The Plan will guide the organization in meeting accessibility commitments, understanding that it will continue to grow and evolve to ensure it's meeting the needs of all employees. For this reason, the plan will continue to be reviewed in consultation with employees via employee surveys and discussions.

Accessibility Statement

G3 is committed to creating an accessible and inclusive community for all employees, customers, and a welcoming environment for visitors to our locations. We all play a role in fostering an inclusive work environment. All feedback and suggestions are welcomed as we work together to continuously improve accessibility and to identify, prevent and remove barriers, building upon our goals as identified in G3's accessibility plan.

Compliance with Accessibility Standards

The Accessible Canada Act is a federal law that was created to find, eliminate, and prevent barriers that people with disabilities face daily. Adopted in 2019, the Act's primary goal is to create a Canada that is free of barriers by 2040. To accomplish this, the Act requires that federally regulated private employers with 100 or more employees prepare and publish an initial Accessibility Plan.

As a federally regulated company, G3 is required by the Accessible Canada Act to:

- Prepare and publish an accessibility plan.
- Provide employees, customers, and the public with methods to contact G3.
- Consult with persons with disabilities in the preparation of our accessibility plan.
- Complete an annual overview of the plan to update and maintain actions.
- Complete a full review and publish the accessibility plan every three years.

Contact

G3 is committed to continuously improving our accessibility measures. If you have any questions, feedback, or are looking to request alternative formats of our accessibility plan, please don't hesitate to contact G3 using any of the following methods:

- **Email:** hrinbox@g3.ca
- **Mail:** G3 | 200 Portage Avenue, 3rd Floor | Winnipeg, Manitoba | R3C 3X2 | ATTN: Gregg Bell, Regional HR Business Partner
- **Telephone:** +1 (204) 983-0239

Alternative Formats

G3 can provide our Accessibility Plan in alternative formats to accommodate diverse needs. The following formats are available on request by contacting us at hrinbox@g3.ca. Delivery timelines are also included below:

- Print – 15 Days
- Large Print – 15 Days
- Electronic Print – 15 Days
- Braille – 45 Days
- Audio – 45 Days

Areas described under Section 5 of the ACA

Employment

Our Accessibility Goal:

At G3, our overarching goal is to create an inclusive and accessible environment that removes barriers and promotes equal opportunities for all individuals, including those with disabilities.

Results to Date:

With the goal of building a more inclusive and diverse candidate pool, G3 has updated the footer on all job postings to inform potential applicants that reasonable accommodations are available. To date, we have not received any requests for accommodation. For future requests, we will consult with the applicant to determine the appropriate accommodation to ensure it is in place during the assessment or selection process. Training and education for all staff in EDI initiatives continues to be a priority for G3 employees and managers, many of which involve provide education and insight on various disabilities.

Built Environment

Our Accessibility Goal:

With over 25 elevators, terminals, and offices across Canada, G3 recognizes that not all our locations will be suitable for accessibility upgrades, but our goal over the next three years is to begin the process of reviewing our build environment.

Results to Date:

G3 completed a comprehensive review of our existing network of grain elevators and port terminals in 2024, with the goal of assessing realistic opportunities for accessibility improvements over the next 3 years.

While no direct actions have been taken regarding existing builds since the posting of our plan, we continue to commit to the following goals:

- Order appropriate signage for accessible spaces, features, and facilities.
- Order and install key information signage in braille for visually impaired individuals.

- Investigate the feasibility of widening doorways at some locations (where permitted) for wheelchair access.
- Paint handrails at locations in a contrasting colour.
- Replace sink tap handles with long-lever handles.
- Investigate adding emergency strobe lights at locations.

Future builds will continue to be built to code and with consideration of the Accessible Canada Act.

Information and Communication Technologies (ICT)

Our Accessibility Goal:

Our goal is to provide accessible communications and ensure that employees have access to information and functionality of industry standard applications within a barrier-free ICT environment at G3.

Results to Date:

G3 continues to develop and test our corporate website and customer portal in the effort to meet WCAG AA 2.0 guidelines. We have conducted a preliminary review of secondary websites which indicated some gaps to WCAG 2.0 Level AA guidelines. Plans and estimates are currently being reviewed to potentially remedy this. In addition, G3 has completed an internal review of our Grain Accounting Software and deemed a potential accessibility upgrade to be unreasonable at this time from a cost, resource, and demand perspective.

Communication, other than ICT

Our Accessibility Goal:

Our goal is to continuously improve our communications practices with employees, customers, and community members to ensure that the exchange is barrier-free and respectful of all audiences.

Results to Date:

While no direct actions have been taken to date, G3 continues to review opportunities to implement practices to ensure that consistent accessibility options, features, and standards are applied across our social media platforms and other digital communications, including the

introduction of a dedicated communication channel for visitors and staff to report accessibility issues.

Procurement of Goods, Services and Facilities

Our Accessibility Goal:

At G3, we recognize the importance of integrating accessibility considerations into our procurement processes to ensure that the goods, services, and facilities we acquire are accessible to all individuals, including those with disabilities.

Results to Date:

While no direct actions have been taken regarding the Procurement of Goods, Services and Facilities, G3 commits to working with our IT and Engineering teams to ensure that accessibility is incorporated into our procurement process by 2026.

Design and Delivery of Programs and Services

Our Accessibility Goal:

G3 is committed to providing programs and services that are inclusive and accessible to all individuals, including those with disabilities.

Results to Date:

G3 continues to commit to establishing a method of allowing customers and employees to provide G3 with accessibility feedback by 2027.

Transportation

G3 is not involved in the transportation industry. We do not have any action items or progress results for this category.

Consultations

At G3, we value the input and perspectives of all stakeholders, including individuals with disabilities, in the development and implementation of our accessibility plan. Consultation is a

vital component of our commitment to creating an inclusive and accessible environment for everyone. Through meaningful engagement with stakeholders, we aim to gather insights, identify barriers, and collaboratively develop strategies to enhance accessibility across our organization.

Results:

In 2024, G3 provided all staff a confidential survey about current levels of accessibility at G3. The results were used to help formulate and shape our Accessibility Plan, in addition to helping prioritize our progress report items.

G3 also partnered with Speakers Spotlight to sponsor an expert guest speaker to discuss the importance of Mental Health, Diversity & Inclusion, and the intersection between them for all staff in a virtual setting. A transcript of the was made available and posted on our internal website for the hearing impaired.

Feedback

Since posting our Accessibility Plan, G3 has not received any feedback from staff or customers.

To address any potential feedback gaps, G3 will commit to following up with all staff in 2024 to remind them of our Accessibility Plan, progress to date, feedback methods, and our commitment to building a culture that supports inclusivity and accessibility for all employees and customers.

Conclusion

In conclusion, G3's Accessibility Canada Act progress report highlights ongoing efforts and opportunities in advancing accessibility for our staff and customers. While strides have been made, additional opportunities remain to achieving comprehensive inclusivity across all sectors of our business.