

Accessibility plan

Transport Vilmik

At Transport Vilmik, we are fully committed to meeting the requirements of the Accessible Canada Act and the Accessible Canada Regulations. To meet these obligations, we have developed a detailed accessibility plan that reflects our determination to create an equitable and inclusive environment for all.

We are fully committed to ensuring an inclusive and accessible working environment for all our employees, partners and customers. We firmly believe that accessibility is a fundamental pillar of equal opportunity and respect for individual rights.

Our goal is to create a workplace where every individual feels valued, respected and fully integrated. We believe that diversity and inclusion enrich our organization and foster a culture of collaboration and innovation.

Your opinions and feedback

Transport Vilmik is open to comments regarding accessibility in its facilities and systems. If any barriers¹ are identified, we would like to know about them. All requests should be forwarded to the person responsible at Transport Vilmik:

Valérie Deguise, *CRHA*
Human Resources Director
v.deguise@vilmik.com
450 782-2772 poste 6246

You can also request a copy* of our accessibility plan in another form. Simply contact us.

Transport Vilmik
4141 B route Marie-Victorin
St-Robert, Qc
J0G 1S0
information@vilmik.com
450 782-2772

Consultations and accessibility

In order to maintain Transport Vilmik's commitment to making its work environment accessible to all, and to identify perceived barriers, we have developed this accessibility plan in collaboration with our employees as well as with organizations that provide support to people with disabilities in our region.

Whenever a request is made for an accommodation or modification, we take the time to consult the employees who have made the request. In this way, we can ensure that the employee has what he or she needs to do the job properly.

This plan will be updated on a regular basis and a copy will be published on our website: <http://www.vilmik.com>

Employment

The Human Resources team at Transport Vilmik is aware that our job offers do not mention our commitment to accessibility and inclusion.

We'll take care to avoid listing non-essential physical requirements that might exclude people with disabilities² from the outset.

Building environment

Transport Vilmik recognizes that some of its buildings are more difficult to access. This is particularly true for the truckers' lounge, which is currently located inside an outdoor modular building.

Our premises are currently being refurbished, so we can't rule out the possibility that the truckers' lounge may have to be relocated. What's more, should this lounge be inaccessible to one of our drivers, a solution will be found immediately.

Information communication technology

Information and communication technologies (IT) in their broadest sense are technological tools and resources used to communicate, create, organize, disseminate, store and manage information.

We have a variety of different technologies and systems at our disposal. Some of these are standard, off-the-shelf products distributed to companies, while others are tailored to our needs.

For example, the training portal we use allows the use of subtitles. Transport Vilmik will continue to ensure that its systems or new systems meet modern accessibility standards. However, if an accommodation is required, we will make the necessary adjustments as soon as possible.

Communication

Each individual receives information in his or her own way. Transport Vilmik has to take these variations into account and disseminate its messages in different formats accessible to those who need them. Examples of communication products include hiring documents, compliance information and our internal policies and procedures.

We recognize that our current communication processes do not take sufficient account of these differences. We are committed to making important documents more accessible to all, adapting them where necessary.

Acquisition of goods, services and facilities

Transport Vilmik does not have a list of evaluation criteria for the accessibility of the venues we rent for our events.

Although we currently have no employees (or spouses of employees) with physical disabilities, the HR department took care to change the place where we gathered employees for the end-of-year festivities. From now on, we'll make sure we select a place that are easily accessible to all.

Design and delivery of programs/services

To this day, we have received no complaints about the accessibility of our services from our customers, most of whom are companies.

We will, however, ensure that we can provide our documents in different formats, on request, to ensure optimum accessibility.

Transport

Transport Vilmik specializes solely in the transportation of goods and does not transport people.

We do, however, have a few yard vehicles such as a pickup truck, loaders and a minivan. Although these are standard configurations, if an employee or future employee has specific needs, we would be happy to find a suitable configuration solution.

Conclusion

This accessibility plan is the first step in making Transport Vilmik more accessible.

We will be on the lookout for new testimonials from people with disabilities in order to make continuous improvements.

We are committed to continuing to improve accessibility in the future.

¹ **Obstacle**

Any element - including those of a physical or architectural nature, those relating to information, communications, behaviours or technology, or those resulting from a policy or practice - that hinders the full and equal participation in society of people with physical, intellectual, cognitive, mental or sensory impairments, learning or communication disabilities or functional limitations.

² **Handicap/ Disability**

Physical, intellectual, cognitive, mental or sensory impairment, learning or communication disability or functional limitation, whether permanent, temporary or episodic in nature, manifest or not, the interaction of which with an obstacle hinders a person's full and equal participation in society..

* *Please note that a production lead time may be requested.*