

Accessibility Progress Report

Transport Vilmik

At Transport Vilmik, we remain fully committed to complying with the requirements of the Accessible Canada Act (ACA) and the Accessible Canada Regulations (ACR). In this regard, we have implemented an accessibility plan reflecting our commitment to creating an equitable, inclusive and accessible environment for all.

The purpose of this progress report is to provide an update on the progress made by our organization in implementing its accessibility plan. It highlights the actions undertaken, improvements made and initiatives that are continuing in order to reduce barriers and promote the full and meaningful participation of everyone.

We are committed to providing an inclusive and accessible workplace for all our employees, partners and clients. We believe that accessibility is an essential element of equal opportunity and respect for individual rights.

Our goal remains to build a workplace where every person feels valued, respected and fully included. At Transport Vilmik, we believe that diversity and inclusion enrich our organization and contribute to a strong culture of collaboration, innovation and openness.

How to Provide Us With Your Comments and Feedback

Transport Vilmik welcomes comments regarding accessibility in its facilities and systems. If any barriers are identified, we want to know about them. All requests should be directed to the person responsible at Transport Vilmik:

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

You may also use the contact information below to request a copy of the description of our feedback process or our progress report in the following alternate formats: print, large print, Braille, audio, or electronic format compatible with adaptive technologies intended to assist persons with disabilities. We will provide the requested format as soon as possible. Please note that Braille and audio formats may take up to 45 days, while print, large-print and electronic formats may take 20 days.

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

Feedback Received

As part of our feedback process, Transport Vilmik collects comments regarding the implementation of its accessibility plan and barriers that may be encountered by persons interacting with our organization.

The comments received, whether positive or constructive, anonymous or attributed, help us better understand lived experiences and guide our accessibility-related actions. When several comments concern similar issues, they may be grouped by theme to facilitate analysis and follow-up on improvements to be made.

Each piece of feedback is taken seriously and contributes to the continuous improvement of our practices, processes and work environment in order to promote a more inclusive and accessible experience for all.

- Number of comments received since the implementation of the accessibility plan: 0

Consultation

As part of the preparation of its accessibility progress report, Transport Vilmik consulted persons with disabilities to gather their perspectives, experiences and comments. This process allows our organization to better understand barriers that may be encountered and guide the actions implemented to improve accessibility.

The discussions and feedback obtained through this consultation support our commitment to continuously improving our practices and creating a more inclusive and accessible environment for all.

Transport Vilmik works in collaboration with L'Orienthèque, whose mission is to be a leading reference in employment, diversity and immigration through sustained community involvement.

This collaboration reflects our commitment to fostering an inclusive and accessible workplace for all. Our commitment to diversity was also recognized through the 2023 Diversity Award in the Sorel-Tracy region.

In April, staff from L'Orienthèque contacted Valérie Deguise, CRHA, so that she could speak with a newcomer seeking to transition his career into human resources. This individual, who became blind several years ago, wanted advice regarding the opportunities and requirements associated with this profession.

Several productive telephone conversations and email exchanges took place, allowing Valérie Deguise, CRHA, to guide him regarding the qualifications and skills required to work in human resources. The individual also shared his experience and the tools and technologies he uses daily to promote his independence and professional integration. He primarily uses a Braille computer keyboard and the accessibility features of his mobile phone, which translate emails and text messages into speech.

Areas Covered Under Section 5 of the Accessible Canada Act (ACA)

Employment

When developing its accessibility plan, Transport Vilmik identified that its job postings did not explicitly mention its commitment to accessibility and inclusion.

We made sure to avoid listing non-essential physical requirements that could have immediately excluded persons with disabilities.

Below is an example of a driver job posting published on our website on September 16, 2025:

Transport Vilmik is first and foremost a team of competent and dedicated people with one goal: to exceed our clients' expectations and requirements and act as an essential partner in our clients' success.

We are looking for Class 1 Drivers for Quebec/Ontario transportation using flatbed trailers, based at our St-Robert terminal. We are looking for candidates who are passionate about transportation, have a team-oriented mindset and a good driving record. You must be respectful, punctual and energetic.

Here is an overview of the benefits we offer:

- SALARY between \$85,000 and \$95,000 annually
- AVERAGE BONUS of \$1,000 every three months (starting in the first year)
- WEEKLY PAY DEPOSIT
- RRSP, group insurance and more!
- Assigned, well-maintained truck
- Weekly departures, average of 55 hours

Join us! Vilmik, a team above all!

Interested in the position? Contact me at 450-782-2772 ext. 6229

The Built Environment

When developing the accessibility plan, it was identified that certain buildings presented more difficult access. Renovation work is still underway on our premises and, at this stage, the possibility of relocating the drivers' lounge cannot be ruled out. However, this option remains under consideration and is not yet contemplated as a permanent measure.

Furthermore, should the lounge not be accessible to one of our drivers, an appropriate solution would be sought immediately to meet their needs.

Information and Communication Technologies

At present, no new software has been added to our tools. However, following the discussions between Valérie Deguise, CRHA, and the blind individual, our organization is now better equipped and more aware of the solutions available.

Therefore, should an employee develop visual difficulties, we now know that appropriate measures can be implemented quickly to meet their needs and maintain their independence at work.

Communication, Other Than Information and Communication Technologies

Since the implementation of the accessibility plan, Transport Vilmik has ensured that policies and instructions are properly understood by all employees. For example, when a new internal policy is introduced, members of the Human Resources department make sure it is understood before the employee signs it.

In addition, during quarterly meetings, we take the time to review internal updates from the various departments to ensure that everyone is aware of them. These meetings also provide an opportunity to answer questions raised, encouraging open and constructive discussions. This time for discussion is appreciated because it helps reduce discomfort and promotes better communication between teams.

The Procurement of Goods, Services and Facilities

Although there are currently no employees or spouses of employees with physical disabilities within the organization, the Human Resources department nevertheless took the initiative to adapt the locations used for year-end celebrations to promote better accessibility.

Going forward, we are committed to selecting easily accessible locations for all when organizing our events. In the same spirit, the summer party was held on Transport Vilmik's premises to facilitate access for all participants.

For summer activities, we also conducted a survey of employees, offering different options, including some more physically demanding activities, in order to better respond to the preferences and needs of all staff.

This approach aims to promote inclusive participation and avoid selecting activities that may be more oriented toward a single group, particularly younger or more physically fit employees. The objective is to ensure that the activities offered are accessible, varied and suitable for everyone.

The Design and Delivery of Programs and Services

To date, we have received no complaints regarding the accessibility of our services from our clients, who are primarily businesses.

We will nevertheless ensure that our documents can be provided in different formats, upon request, in order to ensure optimal accessibility.

Transportation

Transport Vilmik specializes exclusively in freight transportation and does not transport individuals.

We do, however, have several yard vehicles, such as a pickup truck, loaders and a minivan. Although they have standard configurations, if an employee or future employee had specific needs, we would be prepared to find an adapted configuration solution.

Conclusion

Transport Vilmik will continue its efforts over the coming months to further advance the implementation of its accessibility plan. Our organization remains committed to identifying, removing and preventing accessibility barriers throughout all of its activities and work environments.

We will continue to monitor and measure progress to ensure that we achieve the established accessibility objectives and address the issues that remain. This approach will allow us to adapt our actions and maintain continuous improvement in accessibility and inclusion.

We also encourage everyone to provide us with comments and suggestions through our feedback process. The comments received will be carefully analyzed and used to support the full implementation of our accessibility plan and the improvement of our practices.

Each piece of feedback will be handled confidentially, fairly and within a reasonable timeframe, to ensure appropriate follow-up when necessary.

In accordance with the requirements of the Accessible Canada Act, Transport Vilmik will publish a new progress report on the implementation of its current accessibility plan. Following this report, a new accessibility plan will be developed and published to continue our commitment to an increasingly accessible environment for all.

1. Barrier

Any element, including one that is physical or architectural in nature, related to information or communications, behavioural or technological, or resulting from a policy or practice, that hinders the full and equal participation in society of persons with physical, intellectual, cognitive, mental or sensory impairments, learning or communication disabilities, or functional limitations.

2. Disability

Any physical, intellectual, cognitive, mental or sensory impairment, learning or communication disability, or functional limitation that is permanent, temporary or episodic, evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society.