

PROGRESS REPORT #2 (JUNE 1, 2025) ACCESSIBILITY PLAN 2023-2026

GENERAL INFORMATION

Executive Summary

Following the coming into force of the Accessibility Act, Groupe Morneau undertook to contribute to the federal government's commitment to identify, prevent and reduce obstacles to accessibility.

In this second Progress Report on our Accessibility Plan (2023-2026), we outline our findings and achievements to date.

Following this second year, we pursue our efforts to make accessibility a key concern for Groupe Morneau. Again this year, initiatives have focused on assessing the company's procedures and practices in specific areas identified in the Accessibility Act. Raising awareness of accessibility issues among Groupe Morneau collaborators will be a priority in our next 2026-2029 plan. Modifications to eliminate accessibility obstacles will continue to be implemented over several years.

Year 2 Progress Report Feedback

If you have any questions related to this report or would like to obtain alternative support, please contact Vincent Tardif, Human Resources Business Partner, directly by e-mail at vincent.tardif@groupemorneau.com or by telephone at (418) 862-2727, ext. 5124.

Also, Groupe Morneau collaborators and the public can provide feedback following the June 1, 2025 publication of the Year 2 Progress Report of the 2023-2026 Accessibility Plan. They are invited to do so by e-mail at the following address: accessibilite@groupemorneau.com.

SURVEYS

The implementation of an EDI (equity, diversity, inclusion) committee was launched in 2023. Management and collaborators are represented. A meeting took place during the 2024-2025 period. It was through this committee that we carried out surveys amongst employees who self-identify as disabled (three departments were represented: Customer Service, Finance and Human Resources).

Both internal and external surveys will continue until May 2026, with the objective of obtaining ongoing feedback.

During these first two years, the feedback e-mail address, which was created exclusively for this purpose, was not used by Groupe Morneau collaborators or the public.

PROGRESS IN THE AREAS REFERRED TO IN THE ACCESSIBILITY ACT EMPLOYMENT

Obstacle #1:

We need to improve our ability to attract people from under-represented groups, including people with disabilities, to jobs at Groupe Morneau.



Progress to date: Over the past year, Groupe Morneau representatives took part in several job fairs, some of which were specifically designed to promote the hiring of individuals belonging to groups under-represented in the workforce. Some Groupe Morneau collaborators are also involved with associations whose mission is to promote access to employment for people with disabilities.

Obstacle #2:

A better assessment of the accommodations available for the different types of jobs offered within Groupe Morneau could help broaden the range of accommodation possibilities and thus promote the inclusion of people with disabilities in the company.

Progress to date: Currently, accommodations are assessed on a case-by-case basis, according to hiring.

BUILDING ENVIRONMENT

Obstacle #3:

There are a number of obstacles in the buildings that could limit or complicate access for disabled people (collaborators and/or visitors).

Progress to date: Over the past year, accessibility considerations have been an integral part of our real estate staff's reflections on all building acquisition, construction and/or renovation projects.

Obstacle #4:

Safety signs in yards and inside Groupe Morneau sites could present obstacles for disabled people (collaborators and/or visitors).

Progress to date: We have implemented a standard procedure for safety guidelines in our yards, travel areas and parking lots at all our terminals. In a subsequent phase, the accessibility of signage in our yards and inside our facilities will be assessed in greater depth.

INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

Obstacle #5:

There are no established procedures to ensure that the information and communication technologies (ICTs) used present the least possible obstacles for people with disabilities.

Progress to date: Over the past year, provisions have been made for accommodating collaborators with disabilities. The implementation of a formal procedure will be evaluated over the next few years.

COMMUNICATIONS, APART FROM INFORMATION AND COMMUNICATIONS TECHNOLOGIES

Obstacle #6:



There is no existing procedure to ensure that general communications issued by Groupe Morneau are or can be made available in alternative formats.

Progress to date: Over the past year, greater emphasis has been placed on making information for Groupe Morneau collaborators available in alternative formats. To this end, video thumbnails have been generated with a view to using formats other than written communications to convey information.

ACQUISITION OF GOODS, SERVICES AND FACILITIES

Obstacle #7:

There is no formal approach to ensuring that acquisitions of goods, services and facilities within Groupe Morneau include accessibility considerations.

Progress to date: In the past year, accessibility considerations have been evaluated when purchasing certain properties, notably offices. However, there is as yet no official policy regarding the acquisition of goods and services. Development of this kind of policy will be evaluated in the near future.

PROGRAMS AND SERVICES DESIGN AND DELIVERY

Obstacle #8:

There is no formal approach to ensuring that existing programs and procedures take accessibility considerations into account.

Progress to date: Over the past year, a CSR (Corporate Social Responsibility) committee has been formed, which includes discussions related to employment accessibility. Members of this committee have been mandated to develop an internal accessibility policy.

TRANSPORT

Obstacle #9:

There are obstacles to employment accessibility for drivers with disabilities.

Progress to date: As a company specializing in goods transportation, it is more challenging for Groupe Morneau to offer accessible jobs to people with physical disabilities. However, we intend to continue our reflections and consultations in this respect.

CONCLUSION

Groupe Morneau collaborators and the public can feel free to provide feedback at any time. They are invited to do so by e-mail to the following address, which has been set up exclusively for this purpose: accessibilité@groupeorneau.com.

Should you require assistance in this matter, please contact Vincent Tardif, Human Resources Partner, directly by e-mail at vincent.tardif@groupeorneau.com or by telephone at (418) 862-2727, ext. 51

PROGRESS REPORT (JUNE 1, 2024) ACCESSIBILITY PLAN 2023-2026

GENERAL INFORMATION

Executive Summary

Following the coming into force of the *Accessibility Act*, Groupe Morneau undertook to contribute to the Federal government's commitment to identify, prevent, and reduce barriers to accessibility.

In this first Progress Report on our Accessibility Plan (2023-2026), we outline our findings and achievements to date.

One year later, we are still working on making accessibility a key concern for Groupe Morneau on a daily basis. Initiatives have focused on assessing the company's procedures and practices in the areas identified in the *Accessibility Act*. Raising awareness of accessibility issues among Groupe Morneau collaborators will be a priority in year 2 of our plan. Modifications to eliminate accessibility barriers will be implemented over the course of several years.

SURVEYS

The implementation of an EDI (equity, diversity, inclusion) committee was launched in 2023. Management and collaborators are represented. Two remote meetings were held, on June 20, 2023, and September 12, 2023. It was through this committee that we carried out surveys amongst employees who self-identify as disabled (three departments were represented: Customer Service, Finance, and Human Resources).

In addition, since November 2023, the recruitment team has been working with Neuro Plus to hire, welcome, integrate, and retain candidates from neurodiversity backgrounds.

Both internal and external surveys will continue until May 2026, with the objective of obtaining ongoing feedback.

FEEDBACK

During this first year, the feedback e-mail address, which was created exclusively for this purpose, was not used by Groupe Morneau collaborators or the public. We used surveys to obtain feedback, mainly from Groupe Morneau collaborators.

The main finding of our surveys was that the magnitude of the challenge had not been fully grasped. Action prioritization was required, so we came to the conclusion that for Year 1, we would be working mainly on the “EMPLOYMENT” and “BUILDING



ENVIRONMENT” areas provided for in Section 5 of the *Accessibility Act*. Initiatives launched in 2023-2024 are presented in this progress report.

EMPLOYMENT

Obstacle #1:

We need to improve our ability to attract people from under-represented groups, including people with disabilities, to jobs at Groupe Morneau.

2023-2024 Initiatives:

- Since November 2023, the recruitment team has been working with Neuro Plus to hire, welcome, integrate, and retain candidates from neurodiversity backgrounds.
- All recruitment team members who are members of the professional order of certified human resources specialists have taken a three-hour training course on the ethics of their profession, focusing this year on inclusion (EDI).
- An assessment of current hiring processes is underway to identify whether these present barriers for people with disabilities.

Obstacle #2:

A better assessment of the accommodations available for the different types of jobs offered within Groupe Morneau could help broaden the range of accommodation possibilities and thus promote the inclusion of people with disabilities in the company.

2023-2024 Initiatives:

- A committee has been set up, made up of employees who self-identify as disabled and staff from various departments.
- In 2023, we placed particular emphasis on the integration of new collaborators. To this end, we drew up an integration plan that includes traceability for the completion of integration-related stages. This new approach fosters an inclusive integration process tailored to the needs of each newly hired employee.

BUILDING ENVIRONMENT

Obstacle #3:

There are a number of obstacles in the buildings that could limit or complicate access for disabled people (collaborators and/or visitors).

2023-2024 Initiatives:

- Accessibility requirements have been taken into account for new buildings.
- In the coming year, a meeting will be held with the people responsible for the buildings in order to draw up an action plan for the Groupe Morneau buildings presenting obstacles.



Groupe Morneau collaborators and the public can feel free to provide feedback at any time. They are invited to do so by e-mail to the following address, which has been set up exclusively for this purpose: accessibilité@groupemorneau.com.

Should you require assistance in this matter, please contact Déa Cyr, Human Resources Partner, directly by e-mail at dea.cyr@groupemorneau.com or by telephone at (418) 862-2727, ext. 5171.

2023-2026 ACCESSIBILITY PLAN

GENERAL

Executive Summary

Following the coming into force of the *Accessibility Act*, Groupe Morneau is committed to contributing to the federal government's drive to identify, prevent and limit barriers to accessibility over the coming years.

Groupe Morneau has always taken its employees' well-being and individuality to heart, so inclusion and accessibility have always been important concerns. The preparation of this Accessibility Plan has enabled us to question and validate current practices within Groupe Morneau, with a view to improvement and openness.

Removing barriers to accessibility is a process that will be realized over multiple years. The main objective of this first Accessibility Plan, which is valid from 2023 to 2026, is to make accessibility a day-to-day concern at Groupe Morneau. As such, the actions to be taken over the next few years, as detailed below, are mainly aimed at evaluating the company's procedures and ways of doing things in the areas identified in the *Accessibility Act*, as well as raising awareness of accessibility issues among Groupe Morneau collaborators.

Feedback

Groupe Morneau collaborators and the public are invited to submit their comments and suggestions regarding the 2023-2026 Accessibility Plan. Groupe Morneau is committed to considering all such requests, with a view to continuous improvement.

As such, anyone interested in providing feedback on Groupe Morneau's 2023-2026 Accessibility Plan is invited to send an e-mail to accessibility@groupemorneau.com.

Should you require assistance in this matter, please contact Déa Cyr, Human Resources Partner, directly by e-mail at dea.cyr@groupemorneau.com or by telephone at (418) 862-2727, ext. 5171.

Updates and status reports

This Accessibility Plan will be valid from June 1, 2023, to May 31, 2026, after which it will be updated and republished. Each year, Groupe Morneau will publish a status report to measure progress regarding the identified actions.

EMPLOYMENT

Barrier #1:

There is a need to improve the attraction of people from under-represented groups, including people with disabilities, to jobs within Groupe Morneau.

Actions:

- Make changes to the "Careers" section of Groupe Morneau's website and to job postings to encourage applications from people with disabilities, insofar as the specific requirements of each position allow.
- Conduct a thorough assessment of current hiring processes to identify whether they present barriers to people with disabilities and, ultimately, take steps to eliminate or mitigate these barriers.
- Raise awareness among those in charge of recruitment (HR and managers) to promote a barrier-free recruitment process.
- Encourage collaborators involvement in external associations for people with disabilities.

Barrier #2:

It would be possible to better evaluate the accommodations available for the different types of jobs offered within Groupe Morneau in order to broaden the possibilities of accommodation and thus promote the inclusion of people with disabilities in the company.

Actions:

- Set up a committee and/or working group, one of whose tasks would be to evaluate options for expanding the accommodation possibilities available.
- Include accommodation considerations in annual budgets, according to the needs of different departments (human resources, built environment, technology, etc.).

BUILT ENVIRONMENT**Barrier #3:**

There are obstacles in some buildings that could limit or complicate access for disabled people (employees and/or visitors).

Actions:

- Conduct an evaluation of all Groupe Morneau locations to assess what barriers might limit access for people with disabilities, taking into account the needs and realities of each location.
- Raise awareness and implement processes to ensure accessibility is considered in building acquisitions and renovations.

Barrier #4:

Safety signage in courtyards and inside Groupe Morneau buildings could present obstacles for disabled people (employees and/or visitors).

Actions:

- Conduct an evaluation of signage and safety instructions at Groupe Morneau locations to assess what barriers they may present for people with disabilities.

INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)**Barrier #5:**

There are no procedures in place to ensure that the information and communication technologies (ICTs) used present the least possible obstacles for people with disabilities.

Actions:

- Review the technologies used to identify potential barriers and ensure that they present a good level of accessibility.
- Provide training to the IT team to increase their understanding and awareness of accessibility issues.
- Measure, better understand and promote the use of accessibility features in the software currently used by the company.

COMMUNICATION OTHER THAN ICT**Barrier #6:**

There is no procedure in place to ensure that general communications issued by Groupe Morneau are or can be made available in alternative formats.

Actions:

- Carry out an assessment of the barriers that may be encountered by people with disabilities in relation to communications other than information and communications technologies.
- Encourage collaborators to consider the possibility of making certain communications available in alternative formats.
- Add to the communications issued by Groupe Morneau an option to provide documentation in an alternative format.

PROCUREMENT OF GOODS, SERVICES AND FACILITIES**Barrier #7:**

There is no formal approach to ensuring that acquisitions of goods, services and facilities within Groupe Morneau take accessibility considerations into account.

Actions:

- Evaluate and, if necessary, update procurement procedures and practices to ensure that accessibility considerations are taken into account in the company's purchasing activities.
- Add accessibility considerations to certain standard contract templates used by Groupe Morneau.

DESIGN AND DELIVERY OF PROGRAMS AND SERVICES**Barrier #8:**

There is no formal approach to ensuring that the programs and procedures in place take accessibility considerations into account.

Actions:

- Consult with people with disabilities within the company to obtain their feedback on the practices within the company.
- Develop an internal policy to demonstrate Groupe Morneau's commitment to accessibility.

TRANSPORTATION**Barrier #9:**

There are some barriers to employment accessibility for drivers with disabilities.

Actions:

- Evaluate the possibility of implementing measures to adapt work to the particular needs of a disabled person, insofar as the requirements of the job allow.

CONSULTATIONS

To gain a better understanding of accessibility issues, Groupe Morneau carried out a series of consultations.

Firstly, we contacted Groupe Morneau employees who had identified themselves as people with disabilities, inviting them to take part in these consultations. Of all the people consulted, four (4) agreed to participate. Individual interviews were conducted with each of these people to gain a better understanding of the issues and to obtain their feedback on current practices and areas for improvement.

We also made research regarding accessibility by consulting several organizations and resources available online, including the following associations:

- Univers-Emploi
- Office des personnes handicapées du Québec

Internal and external consultations will continue following the implementation of the 2023-2026 Accessibility Plan, with the aim of obtaining feedback on an ongoing basis.