

Accessibility Plan 2024-2027

Executive Summary

Larry's Heavy Hauling (1990) Ltd (Larry's) is committed to providing a barrier-free environment for all stakeholders, including customers, employees, job applicants, suppliers, and any visitors who enter the premises, access information provided by the company, or use the company's services.

Larry's will work to identify and remove barriers and prevent new barriers for persons with disabilities as they relate to employment, communication, the built environment, and transportation at the company. This plan outlines Larry's Accessibility Plan and strategy for identifying, removing, and preventing these barriers.

Larry's Heavy Hauling (1990) Ltd is a privately owned company that provides trucking services across Canada. We will continue with the development and implementation of the Accessibility Plan on an ongoing basis. We are committed to the Government of Canada's goal of a barrier-free Canada by 2040. The purpose of our Accessibility Plan is the identification and removal of barriers and the prevention of new barriers in relation to our organization's policies, programs, and practices in the following areas:

- Consultation
- Employment
- The Built Environment
- Information and communication technologies
- Communication, other than ICT
- The procurement of goods, services, and facilities
- The design and delivery of programs and services
- Transportation
- Definitions

Reporting Our Plan, as required by the Accessible Canada Act, we will publish a progress report every year that measures our progress against our commitments. We will review and update our Accessibility Plan every three years.

Input and Feedback

You may request the following through our feedback process:

- Request the Accessibility Plan in an alternate format
- Request the description of the feedback process in an alternate format
- Provide feedback on the Accessibility Plan

Your inquiry can be directed to Deb McPhee, by phone, in writing or by email.

Address: Larry's Heavy Hauling (1990) Ltd
Attention: Deb McPhee,
9267 Penn Rd
Prince George, BC V2N
5T6
250 561-1137
Safety-larrys@telus.net

Accessibility Plan is available on our website at - www.larrysheavyhauling.ca

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CONSULTATIONS

Larry's Heavy Hauling (1990) Ltd is committed to making our workplace environment accessible to all. We have developed our initial Accessibility Plan in consultation with our employees to support the development of identifying barriers, through an internal survey and subsequent follow up conversations, as well as information from key organizations supporting persons with disabilities issues.

We will continue to survey employees and members of the public via social media, as well as consult with external organizations and measure progress to ensure we meet the commitments we set out to achieve.

- In-person consultations were held with current employees who self-identified as having a disability to help identify accessibility barriers in the workplace.
- Contacted several external organizations supporting persons with disabilities to seek recommendations on how to improve accessibility.
- An anonymous survey was sent out to employees to better understand the barriers that they encounter.

EMPLOYMENT

Larry's Heavy Hauling (1990) Ltd understands that improving workplace accessibility and ensuring an accessible recruitment and selection process for applicants with disabilities can contribute to a more diverse and welcoming workplace culture. The company will make every effort to identify, remove, and prevent barriers by developing inclusive employment procedures that support persons with disabilities. Where necessary, accommodation will be provided during the recruitment and selection stages, and throughout the employment life cycle. All training and development programs provided will consider employee's barriers and abilities.

Technological and systemic barriers may exist for employee orientation and training, so training and development programs provided by the Company should be reviewed to consider an employee's barriers and abilities. Systemic barriers can be identified with respect to conventions associated within the hiring process.

Larry's will encourage current employees with disabilities to have conversations with management to help us improve workplace accessibility for all employees.

To achieve this objective, we plan to implement several measures including

- The company will review all policies that pertain to accommodations for employees and candidates with disabilities and make plans to remove any barriers that are discovered.
- The company will train those responsible for hiring on the barriers that may exist in the hiring, selection and accommodation process.
- The company will review all human resource policies for improvements with respect to inclusion and accessibility.
- The company will be offering training in alternative formats to accommodate diverse learning needs
- The company will help managers understand their responsibilities in the accommodation process and provide support in implementing suitable workplace adjustments.
- The company recognizes there is a need for greater engagement, promotion, and communications to support accessibility, encourage self-disclosure and enhance a supportive workplace culture and community.

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THE BUILT ENVIRONMENT

Our objective is to provide access to career opportunities to persons with both visible and invisible disabilities by recruiting, retaining, and promoting persons with disabilities and fostering an accessible workplace. To achieve this will assess the following.

- Some spaces within the main office and shop locations may limit the mobility of employees and visitors with disabilities. - **Actions:** Conduct built environment audit to assess all physical barriers that may be present and require correction.
- Building access will be addressed. – Front of the building access has a step into the building. **Action** – Access from the rear of the building into the office can be used until the step at the front of the building is addressed.

INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

Larry's Heavy Hauling (1990) Ltd is committed to ensuring that our information and communication technology (ICT) products, services, and digital content are accessible and usable by all individuals. Information and Communication Technologies are various technological tools used to send, store, create, share, or exchange information. The company wishes to remove barriers and improve accessibility for employees with disabilities, by making such technology more accessible. To achieve this, we will assess the following.

- Review website content for any minor barriers, including assessing the following:
 - Text contrast
 - Text size
 - Navigation, compatibility and Clear formatting.
- Ensure the font/text size on our Electronic Log Devices (ELD's) is legible for employees with visual disabilities, this includes text messages on the devices.

COMMUNICATION, OTHER THAN ICT

One of the Company's goals is to work towards providing more accessible communications by reviewing the following.

- Ensure our internal paperwork such as BOL's are legible for employees with visual disabilities.
- Review orientation processes and resources for new employees for improvements to accessibility.
- Review policies, procedures, and other forms of communication for plain, clear, concise language, this includes all available safety manuals, SDS information etc.
- Ensure all employees with hearing disabilities have access to services, and assistive technology enhancements. This can include amplification devices, telecommunication devices for the deaf (TDD), or specialized phone systems that convert voice to text. These technologies can aid in clearer communication and comprehension.

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THE PROCUREMENT OF GOODS, SERVICES AND FACILITIES

We endeavor to ensure our procurement practices address accessibility procurement barriers and encourage the use of suppliers who are part of our supplier diversity program. When interacting with new and existing suppliers, we communicate our accessibility expectations and requirements.

- Existing procurement practices may not consistently meet accessibility requirements. – **Action** - Continue to evaluate current procurement policies, processes and tools to improve accessibility.

THE DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

When designing and delivering Larry's Heavy Hauling (1990) Ltd internal and external programs and services, accessibility considerations must be part of the process. To achieve this goal, we will:

- Consult with people with disabilities during the development or review of new programs or services.
- Conduct training sessions to educate others on existing accessibility standards.
- Create and implement standard templates to ensure that all information is as accessible as possible

TRANSPORTATION

Transportation for this purpose refers to transportation of people, not goods. Larry's Heavy Hauling (1990) Ltd does not coordinate a transportation system, or a fleet of transportation vehicles as defined in the Accessible Canada Act and is not included in the scope of this plan.

DEFINITIONS

Accessibility – Refers to the needs of persons with disabilities being intentionally and thoughtfully considered when products, services, and facilities are built or modified so they can be used and enjoyed by persons of all abilities.

Barrier – The Accessible Canada Act defines a barrier as “anything – including anything physical, architectural, technological, or attitudinal, anything that is based on information or communications or anything that is the result of a policy of a practice – that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication, or sensory impairment or a functional limitation.:

Disability – The Accessible Canada Act defines a disability as “any impairment including anything physical, mental, intellectual, cognitive, learning, communication, or sensory impairment, or a functional limitation, whether permanent, temporary, or episodic in nature, or evident or not, that, interaction with a barrier, hinders a person's full and equal participation in society.