



## WARREN GIBSON LIMITED ACCESSIBILITY PROGRESS REPORT 2025

### GENERAL

This Progress report was established to meet the obligations under the Accessible Canada Act (ACE and the Accessible Canada Regulations (ACR). This report will establish how Warren Gibson Limited can successfully remove barriers. We will continue to identify and create a barrier-free environment.

### Barrier #1

Our website has our plan posted to entice new employees with disabilities to our organization. When interviewing the hiring manager were educated on knowing our barriers, and what we have done to remove them.

### Barrier #2

Tractor Trailer is the largest job classification. Entering and exiting the tractor while maintaining the integrity of the unit and the warranty. Steps to decrease climbing into the cab, additional grab handle to enter and exit.

### Barrier #3

The IT department are able to assist a disability with Read aloud function through Microsoft.

### Barrier #4

By contacting our IT department for any assistance needed.

### Barrier #5

Special keyboards could be purchased when needed. Computers offer a larger font



## FEEDBACK

Feedback is essential from the public, stakeholders and employees regarding our Accessibility Plan and Progress Reports. By providing your feedback it improves our efforts in identifying and promoting areas of improvement. If you require any assistance submitting your feedback, please let us know. We will do our very best to accommodate your requirements.

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## CONSULTATIONS


A meeting with our Health and Safety Team to discuss the above items as well as other barriers in the future/

Employees were asked randomly for their feedback on the Physical Environment, Communication Technologies, Communication and their feedback. This provided us with positive input.

## DEFINITIONS

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

**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 or 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 functional limitation. “

**Disability:** The Accessible Canada Act defines a disability as “any impairment, including a 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, in interaction with a barrier, hinders a person’s full and equal participation in society.”