



Bulk Carriers (P.E.I.) Limited

Accessibility Plan



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Executive Summary

Bulk Carriers (P.E.I.) Limited is wholly committed to cultivating and implementing a culture of accessibility for all individuals. We feel strongly about the importance of purposeful action to ensure inclusivity not only in our company but in the transportation industry at large. In line with our mission, we strive to lead the industry in developing new policies, procedures, and standard practices that will contribute to a barrier-free Canada.

A barrier-free Canada will not happen overnight. Instead, it is an ideal that all of us must hold ourselves accountable to. Through a current and continued effort, we dedicate ourselves to identifying, removing, and preventing any accessibility barriers. To remain in line with the Accessible Canada Act, we are developing the **Bulk Carriers Accessibility Plan**. The purpose of this plan is to provide guiding principles that we will hold ourselves accountable to, with an end goal of creating an inclusive and respectful workspace.

To address any current and future opportunities for improvement, it is critical to consult with individuals with disabilities, so that we can better understand their needs. For this reason, this plan was developed with consultation with the Health and Safety Committee, the Safety Office, and the input of individuals who identify as having a disability. Some immediate opportunities that have presented themselves are:

- Increasing recruitment efforts of persons with disabilities through partnership with various agencies.
- Developing and standardizing an accommodation strategy, allowing for a further range of options for all staff.
- Leveraging the various accessibility features in our IT infrastructure, to ensure usability by any persons with disabilities.
- Reviewing and adapting policy and procedure with a purposeful intent to create accessible content wherever and whenever possible.

Your Input and Feedback

To ensure accountability, we invite input and feedback from all staff, stakeholders, and the public. All input will be taken seriously, as the best way to ensure success is to diversify our sources of information. If you would like to provide feedback, you are welcome to reach out to our People & Culture team. To contact them, you can use any of the following:

Website: www.gobulk.ca

Email: hr@gobulk.ca

Phone: (902) 675-5406

Mailing Address: PO Box 153, Cornwall, PE, C0A 1H0

Head Office: 795 Bannockburn Road, Clyde River, PE, C0A 1H3

The primary contact person for this accessibility plan is Kevin McKellar, VP – People and Culture. If you are having any difficulty in providing feedback, he can be contacted at either of the following:

mail: kevin.mckellar@gobulk.ca

Phone: (902) 675-2600 ext. 1669



Statement of Commitment

Bulk Carriers (P.E.I.) Limited is committed to ensuring our organization and the services we provide are accessible to everyone. In line with our core values of being respectful, ethical, accountable, sustainable, and purposeful, we seek to ensure an environment of acceptance and accessibility. In consultation with our staff and the community at large, we strive to constantly move ourselves closer to a barrier-free Canada.

We commit to identifying barriers and executing our action plans. All feedback will be taken seriously and used as we review our action plans.

All Canadians have the right to access our services and be employed by our company in a barrier-free environment.

Definitions

Barrier: Includes 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 a functional limitation.

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

Barriers and Action Plans

Barrier 1:

We are failing to attract persons with disabilities to apply for positions with our company.

Actions:

- Partnering with various entities, such as Canadian Council on Rehabilitation and Work (CCRW) Employment Services, who specialize in the employment of persons with disabilities.
- Regularly reviewing our employment practices to examine for unnecessary barriers to entry.
- Providing training to our hiring managers on how to avoid unconscious bias when making hiring decisions.

Barrier 2:

There is a need to further our understanding of the accommodation options for any persons with disabilities.

Actions:

- Investing in learning management software for our staff to engage with.
- Regularly engaging with persons with disabilities to understand the accommodations needed for their disability.



Barrier 3:

We underutilize the accessibility features of our IT software.

Actions:

- Review the features available in our current IT environment, allowing a better understanding of what options a person with a disability may have.
- Invest in technology that will enhance the employee experience and reduce barriers to entry.
- Ensure all physical hardware (i.e. computers, headsets, telephones, etc.) are equipped with accessible features for any visually- or hearing-impaired personnel.
 - This includes providing modifications to current technology that may not be inherently accessible.

Barrier 4:

Our communication framework may not be accessible to all persons with disabilities.

Actions:

- Review our communications strategy to search for opportunities to make it more accessible.
- Meet with individuals to determine specific barriers they may have and how we can accommodate their needs.

Barrier 5:

We do not presently have any standard to ensure our policies and procedures are accessible to all individuals.

Actions:

- Develop a framework of scrutiny that will ensure all future policies and procedures and developed with accessibility as a forefront concern.
- Apply this framework to all existing policies and procedures.
- Perform regular reviews of our policies and procedures to ensure they remain inclusive and equitable.

Barrier 6:

We do not have accessible modification available in our company vehicles.

Actions:

- Investigate possible features that could be added to our vehicles and make that information available to our fleet of drivers.
- Create a request and approval process for accessibility accommodations.
- Develop solutions in consultation with external expert recommendations.



Barrier 7:

We have some spaces around our building which may not be accessible to all staff.

Actions:

- Ensure any staff who require it have access to our elevator.
- Provide accessible entry to any staff with mobility difficulties.

Consultations

To maintain our commitment to a barrier-free Canada, we will continue to consult with our employees about what accommodations they need. These consultations are performed through:

- Employee Surveys
- Town Hall Style Meetings
- Consultation with our Health and Safety Committee
- Case-by-case consultations with individuals

The consultations will also be utilized to gauge both the successes and failures of our accessibility plan so that we remain purposeful in our efforts to improve.

The Bulk Carriers (P.E.I.) Limited Accessibility Plan was last updated on December 20, 2023. In compliance with the Accessible Canada Act, it will be reviewed at least once per year and updated to reflect changes that have been made and further opportunities for improvement.