

ACCESSIBILITY CANADA ACT
OS TVM LOGISTICS CO. ACCESSIBILITY PLAN
PROGRESS REPORT # 1
MAY 14, 2025

General

OS TVM Logistics Co. operating as TVM Logistics is a federally regulated transportation company and, as such, is required by the provisions of the *Accessibility Canada Act* to prepare an Accessibility Plan to remove existing access barriers and to prevent new barriers.

TVM Logistics has appointed Edward Bodnar, Compliance, Risk, & HR Manager to receive feedback and barriers and our accessibility plan. Mr. Bodnar may be reached by telephone at (519) 953-8559 or via email at ebodnar@ilgi.com. Submissions and comments on accessibility issues and concerns may also be sent by regular mail to Edward Bodnar, OS TVM Logistics Co., 43 East County Road 14, P.O. Box 220, Cottam, Ontario N0R 1B0.

OS TVM Logistics Co. is committed to building a culture of inclusivity and accessibility and makes every effort to identify and eliminate barriers to employment with OS TVM Logistics Co.

Employment

TVM Logistics has identified the following potential barriers to employment.

Barrier #1: TVM Logistics seeks to expand the company's knowledge of how to attract employment applicants from underrepresented populations such as people with disabilities.

Actions:

- TVM Logistics continues to educate hiring managers on accessibility and how they can ensure barrier-free hiring, selection and accommodation process.
- TVM Logistics will enlist the assistance of the Joint Occupational Health & Safety Committee to assist in identifying measures to attract employment applicants from underrepresented populations.

- TVM Logistics will avail themselves of consultation with external sources as these resources are identified.

Barrier #2: There is a need to expand our understanding of the range and variety of accommodation options available to people interested in working for TVM Logistics.

Actions:

- TVM Logistics will continue to assist managers to understand their responsibilities in the accommodation process and guide them in supporting their employees and implementing suitable workplace adjustments within the Operations Meeting process.
- TVM Logistics will avail themselves of consultation with external sources as these resources are identified.

Built Environment

TVM Logistics has constructed an office facility that currently meets all accessibility requirements. The building is secure and largely closed to the public to comply with the requirements of our membership in the PIP and C-TPAT programs, and the services rendered do not involve or require public access to our facilities.

Barrier #3: There is a need to expand our understanding of the range and variety of accessibility accommodation options available to people within the TVM Logistics office space.

Actions:

- TVM Logistics will avail themselves of consultation with external sources to expand the range and variety of accessibility accommodation options as these resources are identified through legislation or observation.

Information and Communication Technologies (ICT)

Barrier #4: There is a need to expand our understanding of the range and variety of accessibility accommodation options available in IT systems.

Actions:

- TVM Logistics will avail themselves of consultation with external sources to expand the range and variety of accessibility accommodation options available in IT systems as these resources are identified.

Communication other than ICT

TVM Logistics conducts business with our customers' suppliers almost exclusively via ICT. There were no barriers identified in our technology for non-ICT communications.

Procurement of Goods, Services, and Facilities

Barrier #5: There is a need to verify that the companies subject to the Accessible Canada Act who contract with TVM Logistics to provide vehicles and drivers to fulfill TVM Logistics' contractual obligations are abiding by the requirements of the Accessible Canada Act.

Actions:

- TVM Logistics continues to monitor compliance of companies with the *Accessible Canada Act*. who provide vehicles and services.

TVM Logistics did not identify any internal barriers associated with the procurement of goods, services, and facilities.

Design and Delivery of Services

Barrier #6:

Although currently there is no standards for reviewing Company programs, processes and services for accessibility concerns, TVM Logistics has enlisted the assistance of the Occupational Health & Safety Committee to monitor developments in accessibility accommodation review standards.

Actions:

- TVM Logistics will continue to identify any accessibility concerns and considerations in company policies, programs and services by reviewing those policies, programs and services with Company employees, the Joint Occupational Health & Safety Committee and consultation with external sources as these resources are identified.

Transportation

Transportation for this purpose refers to transportation of people, not goods. TVM Logistics 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.

Consultations

To align with TVM Logistics' commitment to make our workplace environment accessible to all, we have developed an Accessibility Plan in consultation with our employees. We are actively searching for and engaging with organizations supporting people with disabilities to understand and seek recommendations for improving this Accessibility Plan and its ongoing evolution.

Feedback

TVM Logistics encourages and accepts feedback on the Accessibility Plan, however, no feedback has been received to date. TVM Logistics will, through the primary contact and the Joint Health & Safety Committee, continue to encourage employees to offer feedback.