

ACCESSIBILITY CANADA ACT

OS TVM LOGISTICS CO. ACCESSIBILITY PLAN

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.

TVM Logistics leases trailers to companies who provide drivers and vehicles that service automotive assembly plants of Ford, General Motors and Stellantis on dedicated routes awarded to TVM Logistics through a bid process. TVM Logistics employees manage these routes and services with via a proprietary computer program that requires the continual entry of delivery, billing, equipment, attendance, payroll, and accounting data. Computer literacy, English language fluency, cognitive skills and excellent professional interpersonal skills are absolute essential requirements for administrative and office staff of TVM Logistics.

TVM Logistics is certified as a member of PIP (Partners In Protection) and C-TPAT (Customs-Trade Partnership Against Terrorism) programs administered by the CBSA (Canada Border Services Agency) and US CBP HS United States Customs and Border Protection Homeland Security which prescribe certain requirements for security in operations.

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

The "employment" category addresses the need to ensure that prospective and current employees with disabilities or who otherwise experience barriers are supported throughout the entire employment lifecycle.

Barrier #1: Our company lacks knowledge of how to attract employment applicants from underrepresented populations such as persons with disabilities.

Actions:

- Educate hiring managers on accessibility and how they can ensure a barrier-free hiring, selection and accommodation process.
- Benchmark current recruitment, selection and onboarding practices against leading accessibility practices in other trucking companies and different industries.

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

Actions:

- Develop a framework that helps managers understand their responsibilities in the accommodation process and guides them in supporting their employees and implementing suitable workplace adjustments.
- Have managers consult with a disability accommodation consultant to assess and identify needs for potential accommodations.

Built Environment

TVM Logistics has constructed an office facility that currently meets all accessibility requirements. The building has access doors, washroom facilities and office areas that meet wheelchair and other mobility aid requirements. TVM Logistics' office is secure and largely closed to the public to comply with the

requirements of our membership in the PIP and C-TPAT programs, and as the services rendered do not involve or require general 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 persons within the TVM Logistics office space.

Actions:

- Have managers consult with a disability accommodation consultant to assess and identify needs for potential accommodations.

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:

- Have managers consult with a disability accommodation consultant to assess and identify needs for potential accommodations.

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:

- Where applicable, confirm that the companies are in compliance with the *Accessible Canada Act*.

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

Delivery of Services

Barrier #6:

Currently there is no standard for reviewing Company programs, processes and services for accessibility concerns.

Actions:

Identify any accessibility concerns and considerations in company policies, programs and services by reviewing those policies, programs and services with Company employees and a disability accommodation consultant.

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 this Accessibility Plan in consultation with our employees. We are actively searching for and engaging with organizations supporting persons with disabilities to understand and seek recommendations for improving this Accessibility Plan and its ongoing evolution.