



AGT Foods Canada
2024 – 2026 Accessibility Plan

A. GENERAL

1. About AGT Foods

AGT Food and Ingredients Inc. (“AGT”) is a Saskatchewan, Canada-based global leader in plant-based proteins and value-added processing of pulses, grains, staple foods and ingredients for export and domestic markets.

AGT was founded on the principle “**From Producer to the World**”, buying pulses, grains, oilseeds and specialty crops from farmers around its facilities and offices in Canada, Türkiye, the U.S., Australia, South Africa, India, China and Europe and processing and exporting its pulses, milled durum wheat and canola products, pulse ingredient flours, starches, fibres, proteins and extruded products and retail packaged foods to customers in over 120 countries around the world.

2. Scope of Plan

This plan applies to all legal entities within AGT’s corporate structure that have Canadian federally regulated workplaces and are subject to the *Accessible Canada Act*, including Alliance Pulse Processors Inc., Mobilex Terminal Ltd. and AGT Foods Oat Milling LP. (for the purposes of this plan, all such entities are referred to herein collectively as “AGT Canada”).

3. Executive Summary

AGT Canada believes that everyone who interacts with our company (whether it be an employee, customer, visitor, and/or contractor) has, to the extent reasonably possible, a barrier free experience.

This plan outlines the steps AGT Canada is taking (or has already taken) to identify and remove barriers from our workplaces. In this plan we review the following areas:

- Employment
- Build Environment
- Information & Communication Technology (ICT)
- Communication (other than ICT)
- Procurement of Goods, Services & Facilities
- Design and Delivery of Programs and Services
- Transportation

4. Statement of Commitment

AGT Canada is committed to helping to support Canada’s goal of being barrier-free by 2040. We will contribute to this by ensuring our company is more accessible and inclusive to people with disabilities. We want everyone to be able to fully participate in all activities without barriers. Having an accessible workplace is vital to the ongoing success of AGT.

Providing a barrier free workplace starts with this plan but it ends with our people. We need all employees to promote accessibility as we move towards our goal of a barrier-free Canada. Our commitment to this starts at the top. AGT Canada’s executive team in unison with our accessibility committee will take the lead ensuring compliance with the steps outlined in this plan.

5. Accessibility Committee

AGT Canada has put together an Accessibility Committee to oversee this plan. The committee is comprised of members from various departments, and is responsible for:

- the development of the plan,
- implementation of action items; and
- responding to feedback.

6. Feedback

We are committed to continuously moving forward to bridge any gaps in accessibility within our company and the services we offer. Any employee or member of the public who would like to provide feedback, ask a question, or request this plan in an alternate format can use any of the below methods.

Mail:

AGT Foods Canada
6200 Primrose Green Drive East
Regin, SK
Canada
S4V 3L7
ATTN: North America Safety Manager

Telephone:

(306) 525-4490

Email:

accessibilitycommittee@agtfoods.com

All feedback, including complaints, will be directed to the Accessibility Committee and documented on our annual update reports.

7. Reporting Our Plan

In compliance with the *Accessible Canada Act*, an annual status report will be completed and published on our company website (www.agtfoods.com). The report will summarize our progress to achieve a barrier-free workplace.

This plan will be reviewed and updated a minimum of every 3 years. All revisions will be developed in consultation with both employees with a disability and external organizations that serve individuals with disabilities.

8. Alternative Formats

This plan will be available, upon request, in the following formats.

- Print
- Large Print
- Braille

Please note that alternate formats may be provided as they become available.

B. 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 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: 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, interaction with a barrier, hinders a person’s full and equal participation in society.”

C. PRIORITY AREAS

1. Employment

Goal:

AGT Canada continues to strive towards providing respectful and accessible workplaces where every individual feels supported throughout their employment.

Current:

All employees are trained on our company Code of Conduct which outlines AGT's expectations that each employee has a responsibility to maintain a respectful workplace for all. All job postings include a statement that AGT not only values but supports employment equity within the workplace. Recently we organized an accessibility committee consisting of senior management and employees to champion accessibility.

Actions:

In 2024 we are committed to:

- Updating the inclusion statement on job postings to make our accessibility commitment clear, so all candidates feel comfortable requesting accommodations throughout the hiring process.
- Providing training to managers involved in the hiring process.
- Providing disability awareness training to management groups
- Providing training for all employees on disability awareness to remove any potential stigma.

2. Built Environment

Goal:

Where reasonably practical we are committed to providing the same opportunity for all to comfortably access our workplaces.

Current:

AGT Canada's workplaces range from grain terminals, to offices, to research and development labs to processing plants all have different levels of accessibility. Each location has a site-specific emergency action plan which includes accommodation details for any individuals with a disability to ensure each person's safety. In addition, we provide various tools and office equipment to accommodate employees in the workplace upon request.

Actions:

In 2024 we are committed to:

- Conducting an internal audit of our head office in Regina to identify further accessibility barriers.

In 2025 we are committed to:

- Conducting an internal audit of our Saskatoon office to identify further accessibility barriers.
- Developing a process to gather feedback from our customers who have disabilities on their experiences at our workplaces.

3. Information and Communication Technologies (ICT)

Goal:

Technology and various communication methods are utilized daily in every area of the operation to support and assist our employees in their work. Our goal is to have barrier-free information and communication technologies.

Current:

AGT Canada offers Microsoft Office 365 which has multiple accessibility features such as: screen readers, reader mode, option of live captioning, subtitles and transcripts during meetings, and a built in accessibility checker. Our 3rd party online learning platform primarily used for health and safety training has slides compatible with software to assist employees with visual impairments. The platform is also committed to continuously enhancing accessibility features. Lastly, we adopt and conform to social media standards set out by the different platforms which include various accessibility features.

Actions:

In 2024 we are committed to:

- Releasing a new public website designed with a clear and clean layout that has a 100% accessibility score.
- Providing detailed information to all employees about the Microsoft Office features available to them.

In 2025 we are committed to:

- Providing training to our internal app/website developers on disability awareness and digital accessibility.
- Providing training to our IT support staff on digital accessibility.

4. Communication Other Than ICT

Goal:

We love to share AGT Canada's ventures and successes with the public. Our goal is to continue providing barrier free access for the public, customers and employees to all the communications that originate from us.

Current:

Our communication team is conscious to use plain language for all public communication and internal communication. Most company videos are part captioned (non narrated or YouTube provides captioning automatically).

Actions:

In 2025 we are committed to:

- Providing training for our communication team on disability awareness and digital accessibility.

In 2026 we are committed to:

- Creating an accessibility checklist to ensure it is appropriately considered in planning company events where customers are in attendance.

5. Procurement of Goods, Services and Facilities

Goal:

AGT Canada believes that barrier-free experiences should extend to our procurement processes.

Current:

Today, our procurement process do not consistently include accessibility considerations. As such, more consistent inclusion of accessibility considerations in our procurement process is an area that we intend to focus more on to identify and correct any barriers identified.

Actions:

In 2026 we are committed to:

- Developing an accessibility checklist to ensure it is appropriately considered during the procurement process.

6. Design and Delivery of Programs and Services

Goal:

The public should be able to enjoy our products and services equally and our people should be able to perform their work barrier free.

Current:

Our Code of Conduct outlines AGT Foods' standards on how employees are responsible to conduct themselves during interactions with suppliers and customers. While we do not currently have a formal process for customers or supplier to provide feedback to AGT Canada on the accessibility of our programs, services and deliveries our employees are expected to conduct themselves in a professional, ethical and inclusive manner at all times which extends to our interactions with suppliers and customers.

Actions:

By 2026 we are committed to:

- Develop and implement an ongoing process where customers, visitors and employees are able to raise accessibility concerns and ideas.

7. Transportation

Transportation is one of the areas to be reviewed as per the ACA. However, AGT Canada does not operate a transportation system for our employees or the public therefore not in the scope of this plan.

D. CONSULTATIONS

To align with AGT Canada's commitment to make our workplace environment accessible to all, we have developed this plan in consultation with our employees on the accessibility committee and external organizations that serve individuals with disabilities.

We gathered feedback from external organizations supporting persons with disabilities to better understand and seek recommendations for improving accessibility at AGT Canada. Organizations we consulted include:

- Ready Willing and Able
- Inclusion Saskatchewan
- Canadian Farmers with Disabilities Registry

Actions:

In 2024 we are committed to:

- Conducting a company survey to gather specific feedback from our own employees on their perception of accessibility within the workplace. To supplement the survey process, we will be available to conduct interviews with employees who wish to provide additional insight based on personal experiences and ideas.

Findings along with any provided comments from survey participants will be reviewed by the committee. We will identify any visible trends from the survey data and promptly act to initiative a plan of action should there be an immediate need to address critical shortfalls. Moreover, we expect that the survey results will help us align our forecasted plans to meet the needs of our employees and stakeholders.

This surveying activity will be held annually. The outline and questions of the survey will be reviewed and may be adjusted prior to its next cyclical dissemination so that we may target any changes governing AGT Canada's commitment to Inclusion and Accessibility.

E. CONCLUSION

This Accessibility Plan outlines AGT Canada's the path to help achieve a barrier free Canada by 2040 by addressing success areas, our current barriers, and the steps to remove identified barriers. AGT Canada is committed to doing our part to achieve this goal.