

The Andersons Canada Limited

ACCESSIBILITY PLAN

2026

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GENERAL

The Andersons Canada Limited has prepared this Accessibility Plan in accordance with the **Accessible Canada Act (ACA)** and the **Accessible Canada Regulations (ACR)**.

We are committed to creating and maintaining an accessible and inclusive workplace by identifying, removing, and preventing barriers for employees and members of the public. This includes our policies, programs, practices, services, and work environments.

We welcome feedback on accessibility at any time. Feedback may be provided to Human Resources using any of the contact information below.

Individuals may use the contact information below to request a copy of this Accessibility Plan or our feedback process description in an alternate format, including print, large print, Braille, audio, or an electronic format compatible with adaptive technology.

We will fulfill any alternate format requests as soon as possible.

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CONSULTATIONS

The Andersons Canada Limited consulted employees, including employees with disabilities, when developing and updating this Accessibility Plan.

Consultation occurred through organization-wide communication that informed employees about the Accessible Canada Act, the purpose of the Accessibility Plan, and how to provide feedback on accessibility barriers. Employees were encouraged to share feedback at any time using the established feedback process.

Feedback received through this process, along with input from the Accessibility Committee, was considered when identifying barriers and developing actions in this Accessibility Plan.

The organization will continue to consult employees, including persons with disabilities, through ongoing communication, enhanced feedback mechanisms, and Accessibility Committee review as part of future accessibility planning and progress reporting.

Creating an Accessible Organization: Key Focus Areas

EMPLOYMENT 2026

Identification of Barriers

a.) Job Postings

We do not currently have language included in our job postings that emphasizes our commitment to accessibility and inclusion, or an explanation how to ask for disability-related accommodations.

b.) Accessibility Training

We do not currently have a standardized accessibility training program in place for employees and people leaders. As a result, awareness of accessibility requirements, accommodation obligations, and best practices for identifying and removing barriers may vary across the organization.

This may limit our ability to consistently apply accessibility principles across employment practices and workplace interactions.

Timeline and Steps to Remove Barriers

a.) Job Postings

Action:

- We will add text to all our job postings that mentions our commitment to accessibility and inclusion, and that tells applicants how to ask for accommodations.

Timeline:

- We will start including this text in our job postings with a targeted completion date of July 1, 2026.

b.) Accessibility Training

Actions:

- Develop and implement accessibility training for employees, with a focus on:

- Disability awareness and inclusion.
- Employee and employer responsibilities related to accessibility.
- How to request, respond to, and support workplace accommodations.
- Incorporate accessibility training into onboarding or ongoing learning where feasible.

Timeline:

- Training content to be developed and rolled out to employees via learning webinar with a targeted completion of Q4 2026.
- Training content to be incorporated into our onboarding for new employees with a targeted completion of Q4 2026.
- Updates to be provided to trainings as accessibility requirements evolve.

BUILT ENVIRONMENT

Identification of Barriers

We have made improvements to select locations for our built environment, including creating accessible parking and improving exterior access routes. We will continue to build on this progress through the actions below.

Based on an assessment of our operational locations, the following barriers have been identified that may limit accessibility for employees or members of the public who use wheelchairs, walkers, or have limited mobility:

a.) Office Door Accessibility

Not all office and internal doors meet current accessibility guidelines/recommendations related to door width, ease of use, or available clear floor space. In some locations, door hardware (e.g., round knobs) and limited maneuvering space may make it difficult for individuals using mobility aids to independently enter or exit rooms.

b.) Washroom Accessibility

Some locations do not have fully accessible washroom facilities. Identified barriers include:

- Bathroom stalls that do not meet current guidelines/requirements for wheelchair access.
- Insufficient transfer space beside toilets.
- Missing or insufficient grab bars.
- Stall doors that are too narrow, difficult to operate, or swing inward.

c.) Automatic Door Openers

Automatic or power-assisted door openers are not consistently installed at all accessible washrooms or main building entrances. Where door openers are absent, individuals with limited mobility may be unable to independently access facilities.

d.) Parking and Exterior Access

Some locations have limited, or no designated accessible parking spaces located close to building entrances. This may create transportation and access challenges for employees or visitors with mobility limitations.

e.) Level Access to Work and Break Areas

Some locations have work or break areas on upper floors that may not be accessible for individuals with mobility limitations.

Timeline and Steps to Remove Barriers

The organization is committed to making measurable progress toward improving accessibility within the built environment. Given the number of operational locations and site-specific constraints, a phased and prioritized approach will be used.

a.) Office Doors – Width and Ease of Use

Actions:

- Review office and internal doors at each location to identify where clear opening widths do not meet accessibility standards.
- Replace non-accessible door hardware (e.g., round knobs) with lever-style handles where feasible.
- Assess available manoeuvring space adjacent to doors and identify opportunities to improve clear floor space.
- Where full door replacement is not immediately feasible, explore interim solutions such as swing-clear hinges to improve usable door width.

Timeline:

- Initial assessments and prioritization will form part of a phased plan over the next three years.
- Remedial actions will be addressed incrementally following completion of the initial assessment phase.

b.) Washroom Stalls – Size and Layout

Actions:

- Identify locations without a fully accessible washroom stall.
- Assess whether existing washrooms can be modified to include:
 - At least one accessible stall meeting minimum size guidelines/recommendations.
 - Appropriate transfer space beside the toilet.
 - Grab bars.
 - Wide, outward-swinging stall doors with accessible hardware.
- Where structural limitations exist, assess alternative solutions such as universal or single-user accessible washrooms.

Timeline:

- Initial assessments and prioritization will form part of a phased plan over the next three years.
- Remedial actions will be addressed incrementally following completion of the initial assessment phase.

c.) Automatic Door Openers – Main Entrances and Accessible Washrooms

Actions:

- Identify locations where accessible washrooms or main entrances do not have automatic or power-assisted doors.
- Prioritize installation of automatic door openers in conjunction with other accessibility improvements (e.g., ramps or washroom upgrades).
- Ensure activation buttons are reachable, clearly marked, and positioned with sufficient clear floor space.

Timeline:

- Initial assessments and prioritization will form part of a phased plan over the next three years.
- Remedial actions will be addressed incrementally following completion of the initial assessment phase.

d.) Parking and Exterior Access

Actions:

- Review existing parking areas to determine where designated accessible parking spaces are missing or insufficient.
- Where feasible, create or improve designated accessible parking spaces located close to building entrances.
- Ensure accessible routes from parking areas to entrances are clearly identified and usable.

Timeline:

- Initial assessments and prioritization will form part of a phased plan over the next three years.
- Remedial actions will be addressed incrementally following completion of the initial assessment phase.

e.) Level Access to Work and Break Areas

Action:

- Assess whether space can be redistributed or renovated to create first-floor work or break areas, or whether potential access to upper floors is feasible.

Timeline:

- Initial assessments and prioritization will form part of a phased plan over the next three years.
- Remedial actions will be addressed incrementally following completion of the initial assessment phase.

This updated criteria for built environment improvement(s) reflects a more detailed assessment of accessibility needs and the assessment phase will further outline actions to guide future improvements.

INFORMATION AND COMMUNICATION TECHNOLOGIES

Identification of Barriers

a.) PDF documents may not always be created or shared in an accessible format

- Some PDF documents may not be formatted in a way that is accessible to individuals using assistive technologies.

b.) Lack of assistive technology/software options

- We currently do not have clear assistive technology/software options that could be used to support hearing or visually impaired employees if needed.

Timeline and Steps to Remove Barriers

a.) PDF documents may not always be created or shared in an accessible format

Actions:

- We will ensure that at least one designated employee receives training in creating accessible PDF documents.
- This knowledge will be used to support the creation and review of accessible PDF documents going forward.
- Investigate options for appropriate methods to deliver the training to the designated employee.

Timeline:

- The designated employee will complete training with a targeted completion date of by December 2027.

b.) Lack of assistive technology/software options

Action:

- Research and identify assistive technology/software options that could be used to support hearing or visually impaired employees to be ready to deploy if needed.

Timeline:

- Identification is scheduled for completion with a target date of December 2027.

COMMUNICATION (NON-ICT)

Identification of Barriers

a.) Limited Accessible and Confidential Feedback Channels

- Limited anonymous and confidential options for submitting accessibility feedback.
- Reliance on electronic feedback methods, which may not be accessible or comfortable for all individuals.
- Lack of consistent awareness of how and where accessibility feedback can be submitted.

Timeline and Steps to Remove Barriers

These barriers may limit the organization's ability to receive meaningful and timely feedback related to accessibility.

a.) Limited Accessible and Confidential Feedback Channels

Actions:

- Establish one centralized accessibility feedback inbox managed by Human Resources to allow for confidential and anonymous submissions.
- Implement physical suggestion/complaint boxes at each operations facility, including paper forms and sealable envelopes to support confidentiality.
- Communicate available feedback options to employees, including through accessibility training and internal communications.

Timeline:

- Centralized accessibility feedback inbox established with a targeted completion date of January 2027.
- Physical suggestion/complaint boxes implemented at operations facilities with a targeted completion date of June 2027.
- Feedback options communicated to employees as part of accessibility training, with additional feedback options to be integrated into the training as they become established.
- Feedback to be reviewed and used on an ongoing basis to inform accessibility planning and progress reporting.

PROCUREMENT OF GOODS, SERVICES, AND FACILITIES

Identification of Barriers

a.) Accessibility is not consistently considered when booking off-site events or services

- Off-site locations used for meetings, training, or events may not always be assessed for accessibility prior to booking.
- Lack of a standardized process to assess accessibility impacts when procuring services or facilities.
- Employees involved in booking or arranging services may not have clear guidance or tools to evaluate accessibility considerations.

Timeline and Steps to Remove Barriers

a.) Accessibility is not consistently considered when booking off-site events or services

Action:

- Develop and implement an accessibility checklist for off-site event booking, to be used by grain originators and other employees when arranging meetings, training sessions, or events outside company facilities.
- The checklist will focus on practical accessibility considerations and overall impact, such as accessible entrances, washrooms, parking, and paths of travel.

Timeline:

- Accessibility checklist developed with a targeted completion date of January 2027.
- Checklist implemented and communicated to relevant employees with a targeted completion date of April 2027.

DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

Identification of Barriers

a.) Accessibility considerations may not always be reviewed prior to the rollout of programs and training

- Training and internal programs may have been developed without a formal accessibility review.

Timeline and Steps to Remove Barriers

a.) Accessibility considerations may not always be reviewed prior to the rollout of programs and training

Action:

- Conduct a review of current training materials to evaluate if there are any accessibility considerations.

Timeline:

- Review of current training with a targeted completion date of June 2027.

CONCLUSION

Accessibility is an ongoing process, and this plan will continue to evolve as we learn more and receive feedback.

We will monitor and measure our progress to ensure we are meeting our accessibility goals and addressing identified barriers.

Accessibility will continue to be supported through leadership accountability and oversight, including involvement from senior management and the Accessibility Committee.

We encourage feedback through our established feedback process and will use this input to inform the implementation and ongoing improvement of our Accessibility Plan.

We will publish progress reports on the implementation of this plan and respond to feedback received, in accordance with the Accessible Canada Act.