

The Andersons Canada Limited Accessibility Policy and Plan

2025 Progress Report

General

Feedback on the Accessibility Plan and Policy may be provided at any time by employees and those outside of the organization. The company will provide or arrange for accessible formats and communication support upon request during the feedback process.

The Andersons Canada Limited Human Resources Department will accept feedback anonymously and through the following contact areas below:

- Elyse Pietens (Senior Human Resources Generalist)
 - (519) 676-6238
 - epietens@theandersons.com
 - 712 Richmond St., Chatham Ontario N7M 5J5

- Kara Hart (Director, Benefits)
 - (419) 891-2722
 - Kara_Hart@andersonsinc.com

We encourage employees and outside stakeholders to use our feedback process to ensure equal opportunity for people with disabilities. When we receive feedback, this allows us to identify, remove and prevent barriers. All feedback will be responded to in the same format as it was received.

Consultations

In 2025, communication was sent out to all employees via email to educate about the Accessibility Act and how The Andersons Canada Limited is working towards a barrier free workplace. In this email we shared the feedback process and asked for employees to continue sharing feedback at any time. Through sending this information out, we are allowing any persons with a disability to provide feedback or share thoughts of barriers in our organization.

Feedback

All feedback can be sent to The Andersons Canada Limited anonymously and through the channels listed above.

During the 2024/2025 reporting year we did not receive any feedback regarding accessibility at any of our locations.

During the reporting year, we also assessed current barriers identified in the 2024 Plan and made progress to remove barriers that were identified. Feedback we received indicated that some of our locations are not wheelchair accessible or do not have disability parking. We have created new designated accessible parking spots in our Hensall and Chatham, ON locations. We also formed an accessibility committee in 2024 consisting of managers from various departments to help review the feedback received and assess locations and the company policies/ procedures for accessibility barriers.

The company will continue to review the outstanding list of identified barriers and will assess and prioritize these items to ensure our facilities become/remain barrier free. As feedback is received, we will continue to update and prioritize this list as needed.