



Accessibility Plan Update 2024 - 2025

- It has been a busy period for the company, marked by the introduction of the new Buffalo 737 aircraft for our cargo operations.
- We have received no enquiries regarding our Accessibility Plan or feedback on the changes made in the past year.
- We have identified barriers and are working diligently to eliminate them as we discover them.
- The barriers we have found are all about access to different parts of the main hangar.
- We are sharing our plan with individuals from Inclusion Canada to gain their insights into understanding the barriers faced by disabled persons.
 - This process has raised numerous questions and concerns as we gain a deeper understanding of the existing barriers and view our workplace from a disabled person's perspective for the first time.
- Since we do not offer regular passenger service, we do not have disabled persons taking flights with us.
- We are a charter company with a significant component of Cargo operations and Fire Suppression.
 - These two entities have little exposure to Accessibility concerns, but we have consistently looked for opportunities to discover barriers in these areas.
- We have not completed our online survey process as of yet. The expectation is that in 2025-2206, we will create the online survey.
- Washrooms open to the public are all wheelchair accessible with grab bars.
- A barrier in the public washrooms was identified by the committee, following consultations with employees: the paper towel dispensers were too high for wheelchair users. The building maintenance staff implemented a quick and easy solution.
- We disseminated the Accessibility Plan to all employees through various means, including Email, online portals, and in-person meetings.
- We have yet to host a customer with a disability, which would enable us to accommodate their needs.



- We have recently hired an employee who requested accommodation, and through working with them, found barriers to accessing their work area. We provided a new type of desk and collaborated with the individual to modify the work environment, enabling them to be productive and comfortable in the space.