

Jardine Transport Group Accessibility Plan

Executive Summary

Jardine Transport Group is dedicated to fostering an inclusive and accessible environment. We aim to create a workplace, service framework, and digital presence that removes barriers and ensures equal access for all individuals.

Our Accessibility Policy reflects our commitment to identifying, removing, and preventing obstacles for employees, customers, and the public. We recognize that building a barrier-free workplace requires active collaboration across our team.

This plan is rooted in awareness and understanding as we gathered valuable insights to guide our efforts.

Our ongoing actions will enhance the visibility and effectiveness of our plan. We are committed to creating a safe, accessible, and inclusive environment for everyone.

Feedback

We welcome feedback from employees, contractors, visitors, and customers as part of our continuous improvement efforts. If you need support while providing feedback, please reach out. Your input helps us meet accessibility needs.

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Policy

This Accessibility Plan applies to all employees, customers, and contractors of Jardine Transport Group.

Statement of Commitment

Jardine Transport Group prioritizes accessibility, ensuring all individuals can benefit equally from our services and environment. We are committed to creating a workplace free from barriers, fostering respect, and upholding dignity for all.

Reporting

In compliance with the Accessible Canada Act (ACA), we will publish annual progress reports to measure our advancements. The Accessibility Policy will be reviewed and updated every three years.

Addressing Accessibility Areas Identified in the ACA

Employment

Barrier 1: Limited attraction of candidates from underrepresented communities.

Actions:

- Enhance the careers section of our website to increase visibility to Canadians with disabilities of the various jobs available in the trucking sector
- Educate hiring managers on accessibility and how they can ensure a barrier-free hiring process.

Barrier 2: There is a need to expand our understanding of the range and variety of accommodation options available to persons with disabilities interested in becoming truck drivers.

Actions:

- Develop a framework that helps managers understand their responsibilities in the accommodation process.

Built Environment

Barrier 3: Safety signage in our buildings and truck yard is not accessible for people with low vision.

Actions:

- Improve illumination of current yard signs regarding safety and direction indicators

Barrier 4: Limited accessibility for individuals with mobility challenges.

Actions:

- Conduct workspace reviews to identify barriers.
- Enhance auditory and visual signage.

Information and Communication Technologies (ICT)

Barrier 5: Limited compatibility of systems and software with assistive technologies.

Actions:

- Provide training on creating accessible documents.

Communication Beyond ICT

Barrier 6: Lack of alternative communication materials.

Actions:

- Prepare to supply accessible materials upon request.

Procurement of Goods, Services, and Facilities

Barrier 7: Accessibility not prioritized in procurement processes.

Actions:

- Ensure vendors comply with accessibility standards.
- Train staff on integrating accessibility into purchasing decisions.

Program and Service Design

Barrier 8: Absence of processes to assess program and service accessibility.

Actions:

- Develop internal standards for accessible program design.
- Regularly evaluate offerings to ensure inclusivity.

Excluded Areas

Transportation, as defined by the ACA, does not fall within Jardine Transport Group's scope as it pertains only to passenger transportation.

Consultations

Our plan was shaped by input from a community of individuals ensure our efforts remain aligned with community needs, enabling us to adapt and improve accessibility standards over time.