

2023-2026 ACCESSIBILITY PLAN

GENERAL

Executive Summary

Following the coming into force of the *Accessibility Act*, Groupe Morneau is committed to contributing to the federal government's drive to identify, prevent and limit barriers to accessibility over the coming years.

Groupe Morneau has always taken its employees' well-being and individuality to heart, so inclusion and accessibility have always been important concerns. The preparation of this Accessibility Plan has enabled us to question and validate current practices within Groupe Morneau, with a view to improvement and openness.

Removing barriers to accessibility is a process that will be realized over multiple years. The main objective of this first Accessibility Plan, which is valid from 2023 to 2026, is to make accessibility a day-to-day concern at Groupe Morneau. As such, the actions to be taken over the next few years, as detailed below, are mainly aimed at evaluating the company's procedures and ways of doing things in the areas identified in the *Accessibility Act*, as well as raising awareness of accessibility issues among Groupe Morneau collaborators.

Feedback

Groupe Morneau collaborators and the public are invited to submit their comments and suggestions regarding the 2023-2026 Accessibility Plan. Groupe Morneau is committed to considering all such requests, with a view to continuous improvement.

As such, anyone interested in providing feedback on Groupe Morneau's 2023-2026 Accessibility Plan is invited to send an e-mail to accessibility@groupemorneau.com.

Should you require assistance in this matter, please contact Déa Cyr, Human Resources Partner, directly by e-mail at dea.cyr@groupemorneau.com or by telephone at (418) 862-2727, ext. 5171.

Updates and status reports

This Accessibility Plan will be valid from June 1, 2023 to May 31, 2026, after which it will be updated and republished. Each year, Groupe Morneau will publish a status report to measure progress regarding the identified actions.

EMPLOYMENT

Barrier #1:

There is a need to improve the attraction of people from under-represented groups, including people with disabilities, to jobs within Groupe Morneau.

Actions:

- Make changes to the "Careers" section of Groupe Morneau's website and to job postings to encourage applications from people with disabilities, insofar as the specific requirements of each position allow.
- Conduct a thorough assessment of current hiring processes to identify whether they present barriers to people with disabilities and, ultimately, take steps to eliminate or mitigate these barriers.
- Raise awareness among those in charge of recruitment (HR and managers) to promote a barrier-free recruitment process.
- Encourage collaborators involvement in external associations for people with disabilities.

Barrier #2:

It would be possible to better evaluate the accommodations available for the different types of jobs offered within Groupe Morneau in order to broaden the possibilities of accommodation and thus promote the inclusion of people with disabilities in the company.

Actions:

- Set up a committee and/or working group, one of whose tasks would be to evaluate options for expanding the accommodation possibilities available.
- Include accommodation considerations in annual budgets, according to the needs of different departments (human resources, built environment, technology, etc.).

BUILT ENVIRONMENT

Barrier #3:

There are obstacles in some buildings that could limit or complicate access for disabled people (employees and/or visitors).

Actions:

- Conduct an evaluation of all Groupe Morneau locations to assess what barriers might limit access for people with disabilities, taking into account the needs and realities of each location.

- Raise awareness and implement processes to ensure accessibility is considered in building acquisitions and renovations.

Barrier #4:

Safety signage in courtyards and inside Groupe Morneau buildings could present obstacles for disabled people (employees and/or visitors).

Actions:

- Conduct an evaluation of signage and safety instructions at Groupe Morneau locations to assess what barriers they may present for people with disabilities.

INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

Barrier #5:

There are no procedures in place to ensure that the information and communication technologies (ICTs) used present the least possible obstacles for people with disabilities.

Actions:

- Review the technologies used to identify potential barriers and ensure that they present a good level of accessibility.
- Provide training to the IT team to increase their understanding and awareness of accessibility issues.
- Measure, better understand and promote the use of accessibility features in the software currently used by the company.

COMMUNICATION OTHER THAN ICT

Barrier #6:

There is no procedure in place to ensure that general communications issued by Groupe Morneau are or can be made available in alternative formats.

Actions:

- Carry out an assessment of the barriers that may be encountered by people with disabilities in relation to communications other than information and communications technologies.
- Encourage collaborators to consider the possibility of making certain communications available in alternative formats.
- Add to the communications issued by Groupe Morneau an option to provide documentation in an alternative format.

PROCUREMENT OF GOODS, SERVICES AND FACILITIES

Barrier #7:

There is no formal approach to ensuring that acquisitions of goods, services and facilities within Groupe Morneau take accessibility considerations into account.

Actions:

- Evaluate and, if necessary, update procurement procedures and practices to ensure that accessibility considerations are taken into account in the company's purchasing activities.
- Add accessibility considerations to certain standard contract templates used by Groupe Morneau.

DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

Barrier #8:

There is no formal approach to ensuring that the programs and procedures in place take accessibility considerations into account.

Actions:

- Consult with people with disabilities within the company to obtain their feedback on the practices within the company.
- Develop an internal policy to demonstrate Groupe Morneau's commitment to accessibility.

TRANSPORTATION

Barrier #9:

There are some barriers to employment accessibility for drivers with disabilities.

Actions:

- Evaluate the possibility of implementing measures to adapt work to the particular needs of a disabled person, insofar as the requirements of the job allow.

CONSULTATIONS

To gain a better understanding of accessibility issues, Groupe Morneau carried out a series of consultations.

Firstly, we contacted Groupe Morneau employees who had identified themselves as people with disabilities, inviting them to take part in these consultations. Of all the people

consulted, four (4) agreed to participate. Individual interviews were conducted with each of these people to gain a better understanding of the issues and to obtain their feedback on current practices and areas for improvement.

We also made research regarding accessibility by consulting several organizations and resources available online, including the following associations:

- Univers-Emploi
- Office des personnes handicapées du Québec

Internal and external consultations will continue following the implementation of the 2023-2026 Accessibility Plan, with the aim of obtaining feedback on an ongoing basis.