

HUMAN RESOURCES

ACCESSIBILITY PLAN




OCEANEX

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GENERAL

Oceanex Inc. (“Oceanex”) is a federally regulated Transportation company that has been providing essential goods and cargo transportation services to and from the island of Newfoundland for over 100 years. We have offices in Ontario, Québec, Nova Scotia and Newfoundland and Labrador. We operate 3 vessels and transport intermodally using those vessels and our land-based transportation network goods and cargo of all types, such as furniture, vehicle, construction materials, foodstuffs, chemicals, supplies for manufacturing, supplies for the NL offshore industry, clothing, pharmaceuticals and health care products etc. We primarily transport goods and cargo between central Canada (Ontario and Quebec) and the Maritime Provinces of Canada and Newfoundland and Labrador, although we also transport goods from, within and between the United States and Canada for our customers. We do not transport passengers. We transport approximately 45% - 50% of all the goods and cargo that comes to the Province of Newfoundland and Labrador.


We are an equal opportunity employer. In all that we do and in the way that we do it we are committed to treating our employees and the people we deal with respect and dignity.

Our accessibility plan analyses the current situation at Oceanex and describes the actions we are taking or intend on taking to improve access and remove barriers for people with disabilities in the following areas:

- Employment;
- Built Environment;
- Information and Communication technologies;
- Communication, other than Information technologies;
- Procurement of goods, services and facilities;
- Design and delivery of programs and services; and
- Transportation.

At Oceanex, we believe in creating a safe and accessible working environment for all present and future employees, for our customers and clients, contractors, visitors and all those persons who interact with us, whether virtually or physically that maintains and respects their independence, dignity and personal worth when working for or dealing with Oceanex, either at distance or in person. With and through this plan, our objective is to identify those accessibility barriers that we have found to exist in 7 areas of our business and solutions to remove them.

As a federally regulated company that has 10 or more employees, Oceanex like other federally regulated entities is required to comply with the provisions of the Employment Equity Act, which it does and to annually prepare and submit a yearly Employment Equity report to the federal government, Employment and Social Development Canada Labour Program. Upon hiring, we encourage all employees to complete a self-identification survey on the 4 designated groups: women, aboriginal people, persons with a disability or as a visible minority. Currently, we have no employees who self-identified as people with disabilities. Neither have we identified any persons with disabilities that applied for work with Oceanex in the last 5 years.

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As a responsible and a responsive employer, we do however have some employees who because of illness or injury have required workplace related accommodations so that they may either continue in and/or rejoin our workforce. In all such cases, appropriate accommodations have been made when someone comes back from a medical leave or needs such an accommodation to continue working and presents an individual request for such an accommodation. In cases where it is appropriate to do so we have allowed and fostered alternate or flexible worksite arrangements, furnishings, made task modifications and allowed for telework or remote work by employees suffering from a physical or other mental disability. We also have a policy and a program that allows employees who may be suffering from an addiction problem to self declare in advance of an incident that would give rise to workplace discipline and to receive counselling and treatment to deal with his, her or their condition. Special accommodations have also been granted to persons of various religious faiths to allow them to practice their respective religious beliefs.


At the time of finalizing this plan, we have reached out to two organizations that support persons with disabilities located in Québec and in Newfoundland, but we have not heard back from them. We will continue and try to reach them or other organizations and complete the consultations at the same time.

With respect to our cargo vessels, they are regulated by Transport Canada. Positions on our cargo vessels are by Transport Canada Regulations, subject to certain strict medical and mobility and training medical certificate requirements. Under these regulatory requirements, persons who do not have and who cannot obtain such certificates and meet such medical and mobility requirements are legally prohibited from being employed in positions on such cargo vessels. The ability of any person to meet such requirements, given the nature of the work, have been determined by Transport Canada to be bona fide occupational health and safety related limitations. As such, Oceanex is legally prohibited from employing persons who cannot meet such federally mandated occupational health and safety job related requirements from being employed on our vessels in positions that require same to be met. For this reason, while we can and do support our employees and encourage people with disabilities to apply for work with us in positions in other areas of our operation where such requirements do not exist, we cannot employ such persons in positions of the sort described where bona fide occupational limitations prohibit us from hiring and/or employing persons who cannot meet such requirements. Accordingly, our accessibility plan, when it comes to the employment of persons with disabilities, will focus primarily on the other administrative and office positions and opportunities.

For any person who wishes to discuss or provide feedback about this matter or any aspect of our Accessibility Plan to help us improve it, we would welcome such input and would invite you to communicate with us using one of these ways:

By email : accessibility@oceanex.com

By phone : 1-888-875-9595

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By mail :

Human Resources Department
630 Boul. René-Lévesque Ouest, Suite 2550
Montréal QC H3B 1S6


Corporate Office
Suite 701, Baine Johnston Center
10 Fort William Place
St. John's NL A1C 1K4

As required by the Accessible Canada Act, we will publish a status report every year to oversee the progress made in the year related to our commitments and measures. We will also review this plan every three years.

EMPLOYMENT

Oceanex is committed to consult employees and welcomes their participation in making the workplace more inclusive, in helping to identify and in removing barriers. We currently collect self-identification data from employees as part of the hiring process and welcome all employees to express themselves when they experience an issue, whether it's upon hiring, during their employment or after returning from a medical leave. We are also prepared to welcome input and feedback from those who have been unsuccessful in applying for a position regarding such matters. We provide the necessary tools for all employees to perform at work and we make the necessary changes when identified as necessary, requested, and/or required. For example, in the past, we have changed lighting to accommodate employees having visual related challenges. We have used special tools to enlarge characters on computers, provided ergonomic chairs, workstations, and work arrangements, among other things. Considering we presently have no employees who have self identified as a person with a disability, these changes or accommodations have generally been made at the request of individual employees. Were we have an employee who had identified/identifies as having accessibility or disability related issues we would take proactive measures to positively address. The company also has a Fragrance-free and smoke free policies designed to reduce possible allergies or any discomfort in the workplace to all persons including those that are scent sensitive.

During the recruitment process, we accept applications from different sources and by different formats: on the web site, by email, in paper, by mail and working in collaboration with recruitment firms. We also can accommodate interviews depending on the candidate's preference, whether it's an in-person interview or a Visio conference call. All our hiring forms can be filled out electronically or by paper, at the choice of the employee. We would in a case where a prospective employee has a particular disability and has a requirement to use a translator for interview purposes accommodate such a request.

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Barriers

As we don't have a member of the HR Department in each of our office locations, it may sometimes be difficult for some employee to express any challenges and needs that they may have in their position directly to a member of our HR Department except by telephone call or email, although they are free to do so to their direct supervisor.


Also, new employees may not always be as aware as we would wish them to be about being able to go to HR with their requests for accommodation and in certain cases, this could be true of existing employees also.

Other barriers may exist when we are planning for social events, which could in certain instances include the partners, guests or spouses of employees and including persons with a disability. Inadvertently such persons could feel slighted or feel excluded because of a failure on our part to take the needs of such persons into account when planning such events. Presently we do not have a formal process or policy regarding accessibility in the workplace, making it difficult for event planners and employees to know what to consider, how to provide feedback or enquire about such matters and available accommodations, and how to proceed.

Measures

It is important for Oceanex to maintain an open communication with our employees, and we welcome all feedback in all cycles of employment. We are committed to put in place these measures before the end of 2024

- As part of our on-boarding process: Setting up short welcome interviews in Visio conference that reference and discuss disability and accessibility, our desire to remove barriers to inclusion and possible accommodations, for employees, visitors, and guests at all our land-based operation locations where it is safe and legally permitted to do so. Also, during such sessions to afford employees the opportunity to ask questions about accessibility and inclusion, the company, or any other subject and to offer observations for consideration and to make them more comfortable in their role. While such a practice already exists in some of our offices, benefits will be gained by formalizing this requirement in policy and making this practice common across the total organization.
- Social Events: Make sure that accessibility is considered when making plans for events and consult attendees to ask if there are specific needs and where reasonably possible, to address and accommodate the same.
- Recruitment process: Enhance the career section or website to increase visibilities to all designated groups, including people with disabilities by inserting more diverse pictures and stating our accessibility commitment on the page.
- Accessibility policy: In addition to taking the other measures outlined in this Accessibility Plan Oceanex is committed to develop and put its own Accessibility policy which will apply to it and all

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persons it deals with including its customers, clients and staff in place and share it with our employees in the next year and a half.

We intend on implementing all these measures by the end of 2024 with the intent of making employees and others comfortable sharing their concerns about accessibility and helping to make our workplace and workplace events more accessible.

BUILT ENVIRONMENT


At Oceanex, we are committed to making our organization and the services we provide accessible to all, including persons with disabilities. All Canadians and residents of Canada have the right to access and benefit from services equally and in the case of those who work with us to perform their jobs free of barriers and those who visit us and avail of our services to do so in a manner that respects the dignity of persons with disabilities.

Currently, we have offices in 4 different provinces (ON, QC, NS and NL). These offices are mainly used by our employees, as we do very little of our business with visitors, or customers in person in our office. Most of our business is done by telephone, telecommunication, online by email, or interactive booking programs or virtual Teams, Visio or Zoom calls. Most clients are never required to come into our offices or have any reason to. All of our office space is rented. All such spaces where the public may have to visit are accessible to mobility challenged persons and meet as far as Oceanex is aware all laws of general and specific application to the same. As a company that cares about its employees, customers, and visitors and that observes the requirements of law we are committed to keep accessibility in mind when it comes to dealing with existing such spaces and for any new spaces we subsequently rent or acquire at these or other locations. We also provide all office furniture that an employee may need to perform their work effectively. For example, work cubicles and chairs are adjustable and if a more adjustable ergonomic chair is required it will be provided, stand up desks and changes to lighting, among other things, have and will be done to accommodate our employees. We can and would also within reason accommodate the needs of any person doing business at or visiting such offices.

As Oceanex does not have employees who self-identified as people with a disability, the barriers and measures identified in this section are based on opinions from current employees and from past actions the company took to overcome these barriers.

Barriers and current situation

Oceanex operates 3 vessels in different provinces, and as mentioned in the introduction of this plan, all employees working on board the vessels must successfully complete Transport Canada medical assessments, including physical, medical, hearing and vision examinations. These requirements are dictated by Transport Canada and by their nature, constitute a legal barrier to hiring persons with disability to work on our vessels.


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At the Downtown Montreal office, the building itself is accessible to all with the presence of access ramps, automatic doors in main areas, elevators and the building allows service dogs in its premises. During a fire alarm, the building managers along with Oceanex’s Occupational, Health and Safety Committee have put in place a procedure for all our employees and visitors to our spaces. Additionally, each company in the building is required to nominate a designated person to ensure that all employees have left the building. In addition, a plan put in place for employees or visitors who are unable or uncomfortable in using the stairs to exit the building. When the fire alarm rings, it’s strictly a sound alarm, which could be challenging for someone with a hearing disability. One of the main barriers in this office is the lack of automatic doors to enter the office itself, and also for the bathroom that is located on the same floor level. This barrier is also linked to the fact that employees need a chip card to access the office. Both of these barriers combined could make it a greater challenge for someone with a disability to enter. As well, certain office spaces could be too small to access for someone with a physical disability, but because office furniture is relatively easy to move with the help of the building management employees, persons with disabilities may also be accommodated in such spaces.

Our office located in Mississauga; Ontario is home for about 4 employees of our Sales Department. Some work 5 days per week from the office, while others mostly work from home or on the road visiting clients. The office is located on the ground floor of the building, near the parking lot. Although it does not have an access ramp, there is a concave portion of the sidewalk to enter the building. The building and the office entrance doors are not able to open automatically, but the bathrooms are accessible with an automatic door and a larger stall. The main barriers in the office are the lack of automatic doors, the fire alarm is sound only and the building does not allow service dogs. The office is not far from the entrance, and it’s not required for anyone working at Oceanex to use stairs or an elevator to exit the building in case of an emergency.

Our office located at the St. John’s terminal is accessible to all people and we currently have many administrative and operational employees working from that office or transiting via the terminal to reach our vessels. The main door is at ground level, an elevator is available for all to use, and hallways are very wide making it easy to access. This office also has an intercom that employees or visitors can call if they need assistance, the fire alarms are visual, and audio and an evacuation plan is posted all around the building and at each of its entrances and exits. In addition, this facility is highly security oriented as a result of Transport Canada regulations. Because of those regulations, all visitors and employees need to have proper clearance before entering and certain parts of this building are no go for visitors who do not have the required level of security clearance. The office is also very service dog friendly and has the ability to accommodate many different work requests. The main barrier identified in this office are the bathrooms. The door is not automatic, but there is a larger stall that can be used, and the access door is larger as well.

The St. John’s Corporate office is located near the St. John’s Terminal office and is home to the company’s head quarters with administrative and Senior Management employees being located there. The building has 2 entrances and one of them is equipped with an access ramp and automatic doors. Elevators are available to go up to the office and the floor numbers are identified in braille on each of them. It is currently unknown if the building allows service dogs, as the question has not been asked for the moment. The office

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itself does not have an automatic door but if someone requires assistance there is a bell that they can ring for assistance. Hallways are large and clear of any physical obstacles such as plants or steps to enter any room. For security reasons, this office needs to be entered with an access card, which is a barrier to accessibility but one that exists for legitimates security and safety reasons. Another barrier is the fire alarm, which is only a sound alarm, but there is a strong evacuation process in place, where certain employees are designated as fire marshals to perform certain clearly identified tasks in the event of an emergency, as well as the instructions to follow for all persons, including any person with a disability who may be present in the office and may not be able to walk down the stairs to enable any such person to exist the building safely and to muster on exit where required to do so.

We also have an office at our Terminal 3 facility in Mount Pearl, NL which is located in a trailer where we have a checker who monitors and oversees the comings and goings of equipment and cargo at our secure yard there. Other than Oceanex employees who have the required security clearances and the need to attend there for work reasons or regulators having jurisdiction over Oceanex no member of the public would be permitted on or have a need to visit this site. The trailer has steps and would not be easily accessible to a mobility challenged person. The bathroom on site would not be accessible by a mobility challenged person. There is no fire alarm at the site but there are reporting and evacuation procedures in place to deal with any such situation.

As well, Oceanex has 2 personnel stationed at the Paradise, NL terminal of its less than container load “LCL” / Less than truck load “LTL” Service provider in Newfoundland and Labrador, Armour Transport Inc. These offices are located on the ground floor of this single-story building and are accessible through the main doors and by traversing through an office area and corridor. They would be accessible by a person with a disability. Likewise, the bathrooms at the site would be accessible by a person with a disability. Other than Oceanex employees who have the required security clearances and the need to attend there for work reasons, Armour Transport Inc. employees and visitors to that company, or regulators having jurisdiction over Oceanex or Armour Transport Inc. no member of the public would be permitted on or have a need to visit this site.

The Halifax terminal office is located on the ground floor of the building and is generally accessible to all individuals. This office has access ramps, and all rooms can be entered without having to go over a step. Similar to the other offices, the doors are not able to open automatically, with the exception of the building main entrance door, and employees again for security reasons need an access card to enter the location. Another barrier in this office is the fire alarm, which is only a sound alarm with no visual alert. The bathrooms are not accessible for the people with a physical disability in the Halifax office, where there are no bigger stalls and no automatic door.

Our terminal office located at the Montreal Port is an office available as part of a contract we have with the company QSL, a logistics company. We have 4 Oceanex employees working at this office. As this is a terminal, the security pursuant to Transport Canada Regulations is at a maximum and all employees and visitors must be authorized to enter. The office has clear hallways but is not accessible to all people. The main barriers include the lack of automatic doors, no access ramps and unavoidable stairs. Also, there are no accessible bathrooms, and the fire alarm is only a sound alert. There is a strong evacuation plan in place,

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but there is no disability excavation plan developed for this office as no employee has identified with a disability. This is something we can investigate as a future initiative. No customers are ever on site and the only visitors to the site are other Oceanex employees, QSL employees or regulatory persons who possess security clearance and have a need to be at this working terminal site. As this is a highly security and safety sensitive environment, service dogs are not allowed on this site or at this terminal.

Measures

Oceanex offices are similar in terms of accessibility, and we are currently looking to improve its physical access to all offices in a realistic way. We are consulting with building managers and our landlords to inquire about improvements or changes that could be made to remove barriers, without removing any aspects of security and privacy while also being conscientious of the costs involved. We anticipate those discussions to be completed over the next several months and then, based upon those consultations and a plan we will develop in consultation with our various landlords, we will decide what is feasible to implement. If Oceanex considers moving to new offices, we are committed to have accessibility in mind and as much as possible to ensure any new office spaces are accessible to all people.


INFORMATION AND COMMUNICATIONS TECHNOLOGIES

Oceanex has its own IT department, and we also sometimes engage external consultants to do work for us. In today’s modern world our outward and inward facing IT information and communications systems and their proper and safe functioning and being accessible and usable by those who need to use the same and to interact with us are of critical importance to Oceanex. Their proper functioning is integral to the work of all of our administrative and other employees as well as crew members, and to our customers and potential customers being able to interact with us. Maintaining the proper functioning of and accessibility of such systems is of primary importance to us as an organization.

Outward facing the world, Oceanex has a company website. It also has an Intranet for internal use and many other software programs or platforms, some solely for internal use, others that can be used internally or with clients and customers who Oceanex interacts with and with who Oceanex has granted limited permitted access to and use of for particular purposes after they have met Oceanex’s security requirements.

In terms of the information about Oceanex that is contained on our public outward facing website, www.oceanex.com, about Oceanex, our Services, Tracking and Shipping, forms we use and regulations, Careers and Opportunities, News Releases, our operating schedule, the location of our ships, how to book with Oceanex and how to track cargo being shipped these are readily available to all members of the public, including persons with disabilities. All information, including forms on the website are available in the PDF format in both of Canada’s official languages and can be read out loud if needed and the graphs have a written description next to them.

Many improvements and accommodations were made in the past and will, as necessary and required be made in the future to facilitate employee’s work such as screen readers, characters enlargements, bigger screens and the introduction of software programs that enable text to be read, etc.

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Oceanex is committed to ensure that whatever materials and equipment employees need to view or use to do their work on an individual, team or collective basis is as accessible as possible, and to provide all of the necessary and required IT supports and tools to make sure that this is possible for all of our employees, including any employee who has or develops a disability.

As part of its commitment to assist its employees in addition to making the necessary IT programs and software available to employees to assist them in achieving access to such materials, Oceanex has and will continue to make IT training available to all of its employees to help them achieve such accessibility. IT training is available and accessible to all employees who require the same, including visually impaired persons, using different tools such as captions, with a screen reader, etc. Microsoft office tools such as Word, Teams or Outlook are built to be accessible and inclusive, and they are often used by Oceanex employees to realise their tasks and projects. The use of the Microsoft Suite and the accessibility features and tool built into it when it comes to reviewing information and creating documents or presentations is one of the valuable tools that we have used and will continue to use to enable employees including those with accessibility issues related to a disability, to be able to perform their work tasks. Furthermore, our HRIS system, ADP Workforce Now, is readily accessible to persons who may have a disability and is following the Web Content Accessibility Guidelines 2.1 Level AA.

Barriers


Some older software might be less accessible and less malleable for screen readers or screen magnifiers. This is one of the main barriers, and harder to remove since such older software contain many operations related data and cannot be changed, with the exception of one of those software programs that is gradually being transferred to a web based platform that will allow more accessibility.

Most of our forms and documents are to be completed electronically, which could be a barrier to some employees or external suppliers.

The public company website shows marketing pictures to interest visitors, but these pictures are not inclusive to all designated groups, including persons with a disability.

Measures

Oceanex over the course of the next twelve months will be evaluating its forms to determine if there is a way to complete them in an alternative way that would be more user friendly to persons with a disability. We will also examine our public website and make changes, where it is determined to be reasonably possible and feasible to do so, especially in the marketing pictures to make its website more user friendly and accessible to all persons, including persons with a disability. The company, as it has in the past, will continue to accommodate, in a manner that is respectful of their dignity and needs, employees who may require individual accommodation and provide essential tools to complete their work in the most effective manner.

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COMMUNICATION, OTHER THAN INFORMATION TECHNOLOGIES


Communication within the company is done in various ways. We use information technologies such as emails and Teams, but communication is also done by phone, in person or by internal mail. It's a similar situation for our clients, who communicate with us in many different ways in similar manners without issues. Our Sales Department will take appropriate steps to review and make sure that information is given to clients in a way that will be appropriate for them. Customers can access important communications via the website, their client zone and via social media, but the main source of communication is by email and by phone.

Barriers

Although we don't have any employee who self identified as a person with disability, it's possible that barriers could exist when communicating with coworkers or customers as barriers to access and mistaken pre-conceived notions and misperceptions could exist about how to communicate with a co-worker or a customer who has a disability, whether intentional or unintentional in the workplace or on a personal basis. Innocently or otherwise making false assumptions is common in many aspects of life, including in the workplace when persons make bad assumptions. For example, that someone with a speech impairment can't understand, or that someone with a mental health disability would not be a good employee. Avoiding a person with disability could also happen in the workplace in order to not say the wrong thing or offend the person. Sales personnel who meet face to face with clients are not frequently trained to deal with persons with a disability. This could be a barrier to communication and accessibility arising when someone self identifies as being disabled or is perceived as having certain types of limitations which are not present simply because that person has a disability. Education and understanding are two viable tools that we as a company have to address such situations. Just as we have done in the past when everyone in the company was trained on general customer service, we commit that we will in the future put company policy, training and programs in place to combat such situations and to promote awareness of the ability of persons with disabilities.

Measures

By making employees and managers at all levels in our company aware of the barriers disguised and otherwise that persons with disabilities face to inclusion in the workplace and life and training to try and remove and help break down the same and simply by listening as a company to persons with disabilities we will do what we can and should to understand the barriers to accessibility that exist in our workplace and within reason and the confines of the law to address the same. In this regard, we value and will value the ideas and concepts and unique perspectives that people with disabilities can and will suggest to us as a company to make our company more accessible to them. We are committed to be better listeners of employees and not make assumptions based on previous bias or experience. We have also found self-training videos for the welcoming of people with disability in the workplace, that will help us as individuals and as a team to better understand the circumstances of such persons as customers and persons we provide service to and/or as their coworkers. Companion with the putting in place of this new Accessibility Plan, Oceanex will begin to use these videos to train its workers to heighten our awareness to such issues. In this

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regard also Oceanex is committed to work to find further training courses especially for Sales personnel and Transportation Services Booking personnel who interface directly with our customers to help them to work with and in collaboration with people with disabilities. We are also committed to providing, upon request, the communications with clients in other formats, such as larger characters, print version, audio format, etc.

PROCUREMENT OF GOODS, SERVICES AND FACILITIES

Oceanex deals with outside suppliers and contractors. As an ISO certified company, all our forms and processes are regulated and must be approved as a part of our service delivery process for us to remain compliant with that program. In procuring goods, services, and facilities we will ensure that accessibility is a factor that is considered at the beginning of the procurement process.

Barriers


When purchasing goods and/or services, Oceanex requires all suppliers to be evaluated through its supplier qualification processes. Evaluation is conducted through the Supplier Qualification form FM-160-092 to assess each potential supplier’s ability to provide deliverables that are compliant with all commercial, health, safety, environmental, quality, and legal standards. Suppliers that are unable to meet the evaluation criteria identified in FM-160-092 will not be permitted access to the Approved Supplier Listing. Oceanex as an ISO certified company has established this evaluation process and its respective criteria as one that all prospective suppliers must meet as part of our quality management system before any such person is recognized by our ISO approved supplier management system as being a qualified supplier. To ensure adherence to the Accessibility Policy Oceanex will make reasonable efforts to make its supplier qualification system one that is more user friendly to suppliers with disabilities or suppliers who employ persons with disabilities who have interface with the same to enable application and qualification forms to be more easily completed by them to or to otherwise assist them in completing same.

Measures

Oceanex as stated in the preceding section will make reasonable efforts to work with suppliers to ensure that accessibility considerations for persons with a disability are properly considered whether it be with completing procurement documentation or special considerations for site access in the delivery of goods and/or services.

DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

Oceanex does not offer passenger transportation services or programs to the general public directly or operate a fleet of passenger related transportation vehicles as defined in the Accessible Canada Act. Rather we transport goods and cargo for our customers on a commercial basis. As such, the standards for passenger transportation are not in the scope of this plan.

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TRANSPORTATION

As previously stated, Oceanex does not offer passenger transportation services to the general public. We offer cargo transportation services on a commercial basis to companies and persons using our vessels and inland operations as described in the introductory section of this Accessibility Plan. While we ship all kinds of goods in containers, members of the general public are not permitted to travel onboard our vessels or trucks.

CONSULTATIONS

As part of our Accessibility Plan, we are committed to consulting with the public and members of the communities of persons with a disability to learn and determine:

- How can we attract and recruit qualified persons with disabilities?
- How can we promote an inclusive and diversified culture?
- How can we improve the ways that persons with disabilities who do business with Oceanex may interact with us?

CONCLUSION

Oceanex recognizes that we still have a ways to go to be fully accessible to all people and that we like others face challenges that can hardly be disregarded, but we are committed to continue to work to improve the accessibility of our workplaces.

Currently as we have previously stated, most of the accommodations we make are based on individual requests at different employment moments, but we are committed to make reasonable meaningful efforts to anticipate needs whether it's in training or planning for future strategies. Our offices are generally accessible, but improvements could be made to make it even more so.

As a part of our commitment to improve the accessibility of our workplaces and the accessibility of information about us and our services to our customers, we intend as we have stated to put in place a clear policy in place to let employees know the importance of accessibility in and to our workplace and services. We are committed to work on the measures presented in this plan in the next year and provide results or updates on our progress in our next yearly report.