



Oceanex Inc.

Accessibility – Progress Report

June 2025

Introduction

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. We primarily transport goods and cargo between central Canada (Ontario and Quebec) and the Atlantic 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 with which we deal with respect and dignity.

We believe in creating a safe and accessible working environment for all present and future employees, for our customers, clients, contractors, visitors and all those persons who interact with us, whether virtually or physically. One that maintains and respects each individual’s independence, dignity and personal worth when working for or dealing with us, either at distance or in person.

In 2023, Oceanex, in compliance with the Accessible Canada Act, produced an Accessibility Plan. In that plan we outlined and described the actions that we, as an organization were taking and intended to take to improve access and reduce and remove barriers for persons with disabilities. This year’s progress report will provide an update on overall progress, outline changes in different areas, and highlight the measures we intend to take over the next year to further remove barriers to access.

In this regard we are always open to receiving suggestions as to how we may do so. Any person who wishes to provide feedback regarding this Report or any aspect of our Accessibility Plan or suggestion as to how we may improve access within our workplace and to promote meaningful inclusion of persons with disabilities is encouraged to do so by communicating with us:

By email: accessibility@oceanex.com

By phone: 1-888-875-9595

By mail:

Human Resources Department
Attention: Human Resources Manager
630 Boul. René-Lévesque Ouest, Suite 2550
Montréal QC H3B 1S6
Corporate Office

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

Employment

Oceanex is committed to consulting with its employees and welcomes their participation in making the workplace more accessible and inclusive, thereby helping to identify and remove barriers. We currently collect self-identification data from employees as part of our hiring process. We encourage all employees to express themselves at any time whenever they experience or witness an issue related to workplace accessibility: upon hiring, during their employment, after returning from a medical leave, or indeed at any time. We do this through proactive dialogue with our employees and prospective employees through in person meetings and/or other forms of engagement they are comfortable with, including email or virtual engagement. During these exchanges, we provide information about accessibility, including what Oceanex has done to date and encourage feedback from the same then or at any time thereafter. As part of our ongoing work of enabling us to better engage with our employees, consistent with feedback we have received, Government guidelines, and what we indicated in our 2024 progress report, we modified our self identification employment equity survey during the year and incorporated some changes in definition and overall format. We made the survey bilingual rather than having two separate versions and we made an alternate version with larger characters for employees who wish to avail of it. Further to updating our survey, we proceeded to share it with our employees and encouraged them to acknowledge the changes in definition and if required, to update their survey answers. Some employees returned a new survey, and it allowed us to have more up to date data in our files. For example, we now have employees who self identify as having a disability.

Oceanex provides, as part of its ongoing commitment as a socially responsible employer of choice, all of the necessary tools its valued employees require to perform their work. As part of that commitment, we make the required changes when identified as necessary, requested, and/or required to accommodate our employees and provide them with an inclusive workplace that is respectful of who they are and that meaningfully and properly within the bounds of Canadian law addresses any accessibility issues they may have. For example, in the past, we have changed lighting to accommodate employees having visual related challenges. We have also used special tools to enlarge characters on computers, provided ergonomic chairs, workstations, and work arrangements for those with physical challenges that are temporary or ongoing. In the last year, we continued these efforts by providing ergonomic keyboards and mice to facilitate the work of employees that requested such tools and supports. We also provided screen lifters and foot lifters to allow employees to have a better physical position at their workstation.

The changes or accommodations we have made have generally been made in response to individual employee requests. Having said this, we are mindful of the fact that as our employee base ages, and as employee identities and physical and/or other circumstances change, we must as a socially responsible employer respond appropriately to circumstances giving rise to employee accessibility and inclusion

issues. As such, we as an employer in any circumstance where we have an employee who has accessibility or disability related issues, will work proactively with that employee to take appropriate measures to positively address their situation.

In the last year and as indicated in our 2024 progress report, we made changes to our public website, more specifically in the career section in both French and English. We added our accessibility statement to the page to make sure that potential candidates and future employees understand that Oceanex takes its commitment to accessibility and inclusion very seriously and welcome all individuals to apply to our positions. We have also updated our pictures on the main page of the website and on the career page to foster inclusivity.

Oceanex has prioritized broadening its recruitment efforts over the past year. We attended several career fairs in different provinces with the hope of attracting more candidates from diverse backgrounds. We believe that giving Oceanex more visibility will help with the recruitment of new and diverse talents, which includes persons with disabilities. Although some of our vessel positions are harder to fill with persons with disabilities due to the nature of the tasks and the legal requirements from Transport Canada, we have had meaningful conversations with job seekers and gathered resumes and input with a view to diversify our hiring for both sea and land-based positions.

As part of our long-term initiatives in employment and recruitment, we plan to review and revise our job descriptions to ensure they use inclusive language and place greater emphasis on the responsibilities and tasks involved, rather than focusing solely on individual qualifications. Additionally, we aim to enhance our hiring process by implementing more structured interviews, with clearly defined evaluation criteria and a formal scoring grid. We believe these steps will help reduce unconscious bias and promote a more equitable and inclusive recruitment experience.

Built Environment

Oceanex has office spaces in 4 different provinces. Over the last year, no significant changes or moves occurred, with the exception of a small renovation to our St. John's Terminal. Specifically, additional office space that houses 4 workstations was created. While we have been advised that our workspaces meet all applicable legal requirements and accessibility in the respective provinces where they are located, we remain committed to ensuring any new office and other spaces we occupy and do business from meet all applicable accessibility and safety standards.

Information and Communication Technologies

Over the past year, Oceanex has implemented several updates to its public-facing website to more accurately and visibly demonstrate our ongoing commitment to accessibility. As previously noted, these enhancements include the replacement of certain images to better reflect inclusivity, as well as the addition of our accessibility statement. These changes are part of our broader effort to create a more welcoming and user-friendly online experience for all visitors.

Communication, other than Information Technologies

Oceanex continues to use a similar communication strategy to that which it had in place when it filed its Accessibility Plan two years ago. We use state of the art secure information technologies such as emails,

Microsoft Teams software, phone calls, in person meetings, or internal mail to communicate internally and with external parties. We are committed to keeping with the spirit and intent of the Accessibility Act and our corporate philosophy of respect for all we deal with. For example, our Sales and Operations Teams always ensure that communication with our clients is done in a way that is appropriate for them. Although we did not have any requests for communication-related accommodations in the past year, we are committed to providing, upon request, communications with clients in other formats, such as larger characters, print version, audio format, etc.

As referenced in our initial plan and in the 2024 progress report, we have now implemented a company-wide training program on Workplace Violence and Harassment. We implemented this online course for our employees to be more aware of conscious and unconscious bias towards other individuals in the hope to cultivate and further enhance our employees' appreciation for how they deal with or how the perception of how they deal with or are seen to deal with, persons with disabilities may be perceived. This helps ensure that hidden or perceived situations where persons with disabilities may think they are being discriminated against or inappropriately treated may be avoided. This training ultimately gives our employees more resources and tools to attenuate stereotypes or perceptions of others and at the same time, increasing their awareness about diversity and inclusion.

Conclusion

In ending this progress report, Oceanex recognizes that there are opportunities for improvement to be fully accessible to all people, and we are committed to continue working to improve the accessibility of our workplaces. For instance, our Montreal office is situated in a building that is not owned by Oceanex, which limits our ability to directly influence structural modifications—such as installing automatic doors in restrooms or reconfiguring office layouts. Additionally, implementing automatic doors at the office entrance presents a security challenge. While we are committed to improving accessibility, we are equally dedicated to maintaining a secure environment for our employees and visitors. Balancing these priorities makes the integration of certain accessibility features, like automatic entry doors, more complex.

While we have not received extensive feedback from employees regarding accessibility, we have made meaningful progress over the past year based on previously identified areas for improvement and our own internal assessments. We fully recognize that accessibility is not a one-time initiative, but an ongoing journey that requires continuous attention and effort.

With this in mind, we remain committed to raising awareness and addressing accessibility challenges in a positive and constructive manner. We will continue to engage with our employees, managers, customers, and the broader community to build on the work we have accomplished so far. Our goal is to foster a more inclusive environment by staying diligent, responsive, and proactive in promoting accessibility and sensitizing all stakeholders to its importance.