

Multi-Year Accessibility Plan

Introduction

J.D. Smith Logistics Solutions (the “Company”) is committed to ensuring accessibility for people with disabilities by identifying, preventing and removing barriers to accessibility in our workplaces, facilities, and logistics services, and by striving to meet the standards set forth in the *Accessibility for Ontarians with Disabilities Act, 2005* (the “AODA”).

The Company is committed to fulfilling its requirements under the AODA. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

This plan is reviewed and updated at least once every five years.

Customer Service

The Company is committed to providing accessible customer service to people with disabilities. This means that we will provide our services to people with disabilities with the same high quality and timeliness as others.

Information and Communications

The Company is committed to making our information and communications accessible to people with disabilities.

To this end, the Company is currently upgrading its website to ensure that it is in compliance with WCAG 2.0 Level AA, the conformance level required by AODA and most used in accessibility rules and regulations around the world.

Once the new website is launched, an audit will be conducted to test the WCAG score and fix any issues that arise. The Company anticipates the website to be launched in 2025, and for the audit to be completed in 2026.

Employment

The Company is committed to fair and accessible employment practices.

Training

The Company trains every person as soon as practicable after being hired and provides training in respect of any changes to its policies, as well as providing training in the requirements of Ontario’s accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

The Company maintains records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

Design of Public Spaces

The Company will meet accessibility laws when building or making major changes to public spaces. There are no anticipated changes to public spaces at this time.

For More Information

For more information on this accessibility plan, please contact at:

Director, Human Resources

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