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## Accessibility Plan 2023-2025

This plan is about accessibility at Asl Global Logistics. The goal of this plan is to be more accessible to people with disabilities and is a required part of the Accessible Canada Act (ACA). The purpose of the ACA is to ensure a barrier-free Canada. This is a 2-year plan (2024-2025) to help make Asl Global Logistics more accessible for people with disabilities.

### Feedback

If you would like to request feedback on this accessibility plan you may contact us by the following methods:

Mail:

**300 Kennedy Road, Brampton**

**Ontario**

**L6W 4V2**

Email: [info@aslgloballogistics.com](mailto:info@aslgloballogistics.com)

### Telephone:

Monday to Friday 8:00 a.m. to 5:00 p.m. Eastern time Office: 416.243.3010

Toll Free: 1-877-294-2111

### Executive Summary

Asl Global Logistics has developed and implemented a multi-year accessibility plan to outline the steps the organization will take to remove any barriers to accessibility and have a philosophy of continuous improvement to ensure the barrier-free operation is maintained.



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### **Accessibility Statement**

- Asl Global Logistics is committed to meeting its current and ongoing obligations under the Human Rights Code respecting non-discrimination.
- Asl Global Logistics understands that obligations under The Accessible Canada Act and the Accessible Canada Regulations do not substitute or limit its obligations under the Human Rights Code or obligations to people with disabilities.
- Our accessibility policies are consistent with the principles of independence, dignity, integration, and equality of opportunity for people with disabilities.

### **Work Environment**

At ASL Global Logistics, we are committed to maintaining a barrier-free workplace where everyone has equal opportunities, regardless of their abilities or disabilities. We encourage anyone who experiences issues, malfunctions, or deficiencies to promptly report them to their immediate supervisor or HR. Supervisors and managers are encouraged to engage with employees regarding any accommodations needed due to an injury or disability. The company is committed to addressing accommodation requests and strives to implement solutions quickly to remove any identified barriers.

### **Barriers**

**Recruitment:** Many of the truck positions at Asl Global Logistics are physically demanding and may be seen as not being a good fit for someone with a disability.

**Infrastructure:** One of the barriers we face in our company regarding accessibility improvements is the timely installation of accessible infrastructure, such as doors that meet ADA and ACA requirements. While we are committed to enhancing accessibility, the process can be delayed by factors such as contractor availability, regulatory approvals, and budget constraints. Overcoming these challenges requires careful planning and coordination, but we are actively working to ensure that our facilities meet the necessary standards for accessibility. Supplier and contractor delays also contribute to the challenge. Sourcing materials that meet accessibility standards and align with contractors' schedules can cause project timelines to extend beyond expectations as we have recently moved to a new location.



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### **Working Area**

The Asl global Environment has a focus on the physical work environment, is trying to be accessible to people with disabilities. Asl Global Logistics has one location throughout the province of Ontario. None of the locations are currently open to the public. The only persons entering the Asl Global Logistics facilities are either prospective or current employees of the company or paid contractors of the company.

### **Information Technologies (IT)**

This section focuses on all things we use to communicate and do business in the digital world. Asl Global Logistics Inc. agrees it is important to have barrier-free access so all people can participate equally.

### **Future Goals**

A recruitment strategy will be developed to actively target individuals with disabilities, to promote awareness that many positions at ASL Global Logistics are accessible and can be filled by people with disabilities who can work in our office environment jobs. Accessibility training will be incorporated into the company's training program.

### **Enhance Digital Accessibility**

We will continue to improve the accessibility of our digital platforms, ensuring compliance with Web Content Accessibility Guidelines (WCAG) 2.1 AA. This includes regular audits and updates to websites, mobile apps, and online services.

### **Foster a Culture of Inclusion**

We will foster a workplace culture that promotes inclusivity, ensuring that every employee, regardless of their abilities, feels valued and supported.

We will implement an ongoing feedback loop to regularly assess our accessibility measures, making improvements based on input from employees, customers, and stakeholders.

Asl Global Logistics Inc. has a publicly accessible website <https://aslgloballogistics.ca/> that provides information about the company. This website can be accessed by various web browsers and devices and takes advantage of the accessibility features of these platforms with disabilities.

ASL Global Logistics employees communicate with individuals through various methods, including in-person, telephone, or email (Electronic Mail). We are committed to ensuring that our communication with individuals with disabilities is done in a manner that considers their specific needs.

This includes adapting our communication approach to accommodate their disabilities. In the procurement of goods, services, and facilities, we will ensure accessibility is integrated into our processes to provide an inclusive experience for everyone.



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### **Consultations**

It is important to Asl Global Logistics that each individual is able to fully participate in the workplace. Asl Global Logistics management has discussions with each person who identifies with a disability on an individual basis to determine if any accommodations are needed. Any accommodations identified in these consultations are sourced and put in place.