

THUR TRANSPORT

Accessible Canada Act

Accessibility Plan – Progress Report

June 1, 2026

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ACCESSIBILITY PLAN – PROGRESS REPORT

Background

In July 2016, the government of Canada began their consultations with more than 6,000 Canadians to determine what an accessible Canada means to them. As a result of these consultations, *Bill C-81: An Act to Ensure a Barrier-Free Canada*, was tabled in June 2018. The *Accessible Canada Act*, which aims to make Canada a barrier-free country by January 1, 2040, came into force in July 2019. To attain that goal, we must proactively identify, remove, and prevent barriers in the following seven (7) priority areas:

- Employment;
- The built environment (buildings and public spaces);
- Information and communication technologies;
- Communication, other than information and communication technologies;
- The procurement of goods, services and facilities;
- The design and delivery of programs and services; and
- Transportation (airlines, as well as rail, road and marine transportation providers that cross provincial or international borders)

Thur Transport published its first Accessibility Plan in July 2024. It met the requirements of the Accessibility Canada Act. The Accessibility Plan's aim is to identify, remove, and prevent barriers in the priority areas which are identified as the organization's policies, programs, practices and services.

General

Thur Transport is in Elmira, Ontario and services many areas across the country. We are a well-established trucking business and we pride ourselves on our dedication to our client satisfaction and our strong work ethic. Thur Transport is a federally regulated business and as such is subject to the Accessible Canada Act, which came into force in July 2019.

Feedback Mechanism

The Accessible Canada Act requires organizations to establish a departmental process for receiving and dealing with feedback regarding the implementation of the accessibility plan. Thur Transport will be regularly monitoring and evaluating feedback and ensuring that it is incorporated into its future plans when possible. We will acknowledge that feedback was received in the same way that the feedback was sent to us.

If you have any questions, feedback or suggestions, you can communicate with us by mail at:

W Thur & Sons LTD dba Thur Transport
P.O. Box 37
Elmira, ON N6B 2Z5

Gary Martin President

Telephone: 519-669-3991

Email: gary@thurtransport.com

Alternate formats of this accessibility plan are available upon request. Please contact the Thur Transport for information and support.

Progress Report Summary:

Thur Transports continues to explore and implement meaningful accessibility initiatives as applicable to the industry. This progress report is organized by the priority areas identified in the Accessible Canada Act and reports on on-going actions to achieve accessibility goals outlined in the Multi-Year Accessibility Plan 2024-2027.

Thur Transport does not generally have public interaction. It provides trucking services to clients. Interaction with employees is limited but important to our business. Steps have been taken to understand what accessibility means to us in our business and our industry.

Since the date of the implementation of the Accessibility Plan, we have not received any feedback via the feedback mechanism. Due to the lack of public interaction, feedback is not generally expected, however the feedback mechanism will be reviewed to ensure continued access and availability.

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Priority areas identified by the Act

1. Employment

Thur Transport is committed to removing and preventing barriers to recruitment, retention, and the promotion of persons with disabilities. Employee accessibility accommodations are managed on a case-by-case basis.

- a) The development of a Workplace Accommodation Policy is near completion and will be implemented accordingly.

2. Built Environment

Thur Transport recognizes the importance of an accessible built environment. As such Thur Transport will continue to work with employees and building owners to provide accessibility within the current office.

- a) Where necessary, alternative arrangements continue to be made when a person with a disability uses the office.
- b) Consideration of accessibility is given when making changes or renovations of the office and other areas. Anticipated renovations at the office will include accessibility features as required by building codes and needs of employees. Accessibility will be a core consideration in the development of these plans.

3. Information and Communication Technologies (ICT)

Included in this section are the Thur website, intranet and web based communication.

- a) The evaluation of current accessibility and compliance to WCAG Standard has been completed and resulting recommendations to make the website more accessible are being acted upon.
- b) Training and resources on creating accessible WORD documents and accessible PDFs to employees responsible for creating website content have been provided.

4. Communications other than ICT

Thur Transport is dedicated to ensuring that all its communications, whether that be internal or external, are accessible. This includes ensuring that our communications are written in plain language.

- a) Accessible communications and the provision of accessible formats and communication supports are supported by management and employees

5. The Procurement of Goods, Services, and Facilities

Procurement is a key partner in achieving accessibility. As such Thur Transport will consider accessibility in its procurement practices.

- a) When commencing a project with an external contractor, questions are asked about accessibility feature options

6. The Design and Delivery of Programs and Services

Thur Transport must consider accessibility in the delivery of our programs and services. A fundamental aspect in achieving this will be implementing meaningful accessibility improvements.

- a) Consideration continues to be given to accessibility when creating new programs and services as part of the planning process

7. Transportation

This priority area under the Act is not applicable to Thur Transport.

A. Consultations

One of the guiding principles of this strategy is the statement "*Nothing without us*" which affirms that persons with disabilities must be involved in the design and implementation of this Progress Report at every stage. Persons with disabilities offer a unique and valuable perspective and our goal is to ensure that we do not have any barriers that prevent their full participation in the workplace and the community we serve.

Methodology

Thur Transport consulted with persons with disabilities to hear from them on the progress regarding their Accessibility Plan. The consultation was conducted in two parts:

1. Key staff members at Thur Transport were consulted. Questions regarding accessibility barriers, current practices, and priorities for remediation were discussed and responses have been used to inform this Progress Report.

2. Accessible Canada Act Review Committee

The Accessibility Progress Report was also reviewed by Excellence Canada's standing Accessible Canada Act Review Committee. Consultation Group members are individuals with a variety of lived experience with disabilities, and knowledge of a range of accessibility issues. Consultation was conducted June 3 to 10 2026. The committee consists of members who self-identify with a disability including mobility, vision, learning disability, mental health disability and hearing loss.

Committee members were provided an overview of the functions at Thur Transport and an advance copy of the draft Thur Transport Accessibility Progress Report. Members provided comments on the Progress Report format and readability, accessibility actions as outlined in the Progress Report, suggested timelines for actions, and specific barriers that could be encountered. Committee feedback has been incorporated into this Progress Report.

B. Implementation, Monitoring and Reporting

To ensure that accessibility remains a constant priority within the government, the *Accessible Canada Act* dictates that regulated entities prepare and publish annual progress reports on the implementation of their accessibility plans. Similar to our accessibility plan, progress reports must be prepared in consultation with persons with disabilities. The progress reports must also present the feedback that we received (if any) and how that feedback was taken into consideration. This progress report includes updates on the actions the company has taken since the publication of its Accessibility Plan. As specified in the regulations, organizations must publish a revised plan every three (3) years and an annual Progress Report.

The current Multi year Accessibility Plan will expire as of June 1 2027, therefor a new Accessibility Plan will be published by June 1, 2027.

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