



AGT Foods Canada

2024 Progress Report: 2024 – 2026 Accessibility Plan

A. GENERAL

1. About AGT Foods

AGT Food and Ingredients Inc. (“AGT”) is a Saskatchewan, Canada-based global leader in plant-based proteins and value-added processing of pulses, grains, staple foods and ingredients for export and domestic markets.

AGT was founded on the principle “**From Producer to the World**”, buying pulses, grains, oilseeds and specialty crops from farmers around its facilities and offices in Canada, Türkiye, the U.S., Australia, South Africa, India, China and Europe and processing and exporting its pulses, milled durum wheat and canola products, pulse ingredient flours, starches, fibres, proteins and extruded products and retail packaged foods to customers in over 120 countries around the world.

2. Accessibility Committee

AGT Canada has put together an Accessibility Committee to oversee this plan. The committee is comprised of members from various departments, and is responsible for:

- the development of the plan,
- implementation of action items; and
- responding to feedback.

3. Giving AGT Feedback

We are committed to continuously moving forward to bridge any gaps in accessibility within our company and the services we offer. Any employee or member of the public who would like to provide feedback, ask a question, or request this report or our 2024-2026 Accessibility Plan in an alternate format can use any of the below methods.

Mail:

ATTN: Accessibility Committee
AGT Foods Canada
6200 Primrose Green Drive East
Regin, SK
Canada
S4V 3L7

Telephone:

(306) 525-4490

Email:

accessibilitycommittee@agtfoods.com

All feedback, including complaints, will be directed to the Accessibility Committee and documented on our annual update reports.

4. Alternative Formats

This report or our 2024-2026 Accessibility Plan will be available, upon request, in the following formats.

- Print
- Large Print
- Braille

Please note that alternate formats may be provided as they become available.

B. PRIORITY AREAS

1. Employment

Goal:

AGT Canada continues to strive towards providing respectful and accessible workplaces where every individual feels supported throughout their employment.

Actions taken in first reporting period:

- Updating the inclusion statement on job postings to make our accessibility commitment clear, so all candidates feel comfortable requesting accommodations throughout the hiring process.

2. Built Environment

Goal:

Where reasonably practical we are committed to providing the same opportunity for all to comfortably access our workplaces.

Actions taken in first reporting period:

- No actions directly taken in this area during this reporting period. By the end of 2024 we are committed to conducting an internal audit of our head office in Regina to identify further accessibility barriers.

3. Information and Communication Technologies (ICT)

Goal:

Technology and various communication methods are utilized daily in every area of the operation to support and assist our employees in their work. Our goal is to have barrier-free information and communication technologies.

Actions taken in first reporting period:

- Providing detailed information to all employees about the Microsoft Office and Apple features available to them.

4. Communication Other Than ICT

Goal:

We love to share AGT Canada's ventures and successes with the public. Our goal is to continue providing barrier free access for the public, customers and employees to all the communications that originate from us.

Actions taken in first reporting period:

- No actions directly taken in this area during this reporting period. By the end of 2024 we are committed to providing training for our communication team on disability awareness and digital accessibility.

5. Procurement of Goods, Services and Facilities

Goal:

AGT Canada believes that barrier-free experiences should extend to our procurement processes.

Actions taken in first reporting period:

- No actions directly taken in this area during this reporting period. By 2026 we are committed to developing an accessibility checklist to ensure it is appropriately considered during the procurement process.

6. Design and Delivery of Programs and Services

Goal:

The public should be able to enjoy our products and services equally and our people should be able to perform their work barrier free.

Actions taken in first reporting period:

- No actions directly taken in this area during this reporting period. By 2026 we are committed to develop and implement a standard process by which AGT's customers, employees, and stakeholders can report concerns and provide ideas encompassing the subject of accessibility.

7. Transportation

Transportation is one of the areas to be reviewed as per the ACA. However, AGT Canada does not operate a transportation system for our employees or the public therefore not in the scope of our 2024-2026 Accessibility Plan or this progress report.

C. CONSULTATIONS

To align with AGT Canada's commitment to make our workplace environment accessible to all, we developed our 2024-2026 Accessibility plan in consultation with our employees on the accessibility committee and external organizations that serve individuals with disabilities.

For our 2024-2026 Accessibility plan, we gathered feedback from external organizations supporting persons with disabilities to better understand and seek recommendations for improving accessibility at AGT Canada. Organizations we consulted include:

- Ready Willing and Able
- Inclusion Saskatchewan
- Canadian Farmers with Disabilities Registry

Actions taken in first reporting period:

- We continued consultations with an external organization (Ready Willing and Able).
- We conducted consultations with employees that have previously identified that they have some type of disability. In this consultation, we included our 2024-2026 Accessibility plan, requested employees identify specific barriers, and asked for suggestions for actions that AGT Canada could take to remove or prevent barriers.

In this upcoming year, we will conduct a broader company survey to gather specific feedback from all employees on their perception of accessibility within the workplace, including how we can identify, remove, and prevent barriers.

D. FEEDBACK RECEIVED AND CONSIDERATION

Feedback received from external organizations can be summarized in the two areas:

- Identified actionable items our Human Resources department can take to ensure future job openings are more accessible to all persons.
- Identified training materials that will help us develop our internal training on accessibility awareness.

Feedback received from employees can be summarized in the four areas:

- Identifying specific accommodations an employee would like to receive.
- Identifying specific barriers in the built environment that the employee was not personally impacted by but might impact others.
- Identifying an accessibility concern which may result in a site-specific safety concern that may have potential of causing a workplace injury.
- Considering that clarity of language may play a role in a person's ability to understand, especially if they have a hearing impairment.

Comments provided by employee survey participants were reviewed by the Accessibility Committee. Specific requests for accommodations were handled by Human Resources. The one response related to an accessibility concern which may result in a safety issue was passed on to Corporate Safety and the site-specific safety committee and a corrective action plan put in place. Specific barriers in the built environment were recorded and will be considered as a part of our 2025 internal review of our head office and Saskatoon office. At that time the committee will make recommendations to management on accommodations needed in our built environment.

E. CONCLUSION

This Progress Report to our 2024-2026 Accessibility Plan outlines the progress made to help achieve a barrier free Canada by 2040. AGT Canada is committed to doing our part to achieve this goal.