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**AGT Foods Canada**  
**2026 - 2029 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. Scope of Plan**

This plan applies to all legal entities within AGT’s corporate structure that have Canadian federally regulated workplaces and are subject to the *Accessible Canada Act*, including Alliance Pulse Processors Inc. and AGT Foods Oat Milling LPi. (for the purposes of this plan, all such entities are referred to herein collectively as “AGT Canada”).

### **3. Executive Summary**

AGT Canada believes that everyone who interacts with our company (whether it be an employee, customer, visitor, and/or contractor) has, to the extent reasonably possible, a barrier free experience.

This plan outlines the steps AGT Canada is taking (or has already taken) to identify and remove barriers from our workplaces. In this plan we review the following areas:

- Employment
- Build Environment
- Information & Communication Technology (ICT)
- Communication (other than ICT)
- Procurement of Goods, Services & Facilities
- Design and Delivery of Programs and Services
- Transportation

### **4. Statement of Commitment**

AGT Canada is committed to helping to support Canada’s goal of being barrier-free by 2040. We will contribute to this by ensuring our company is more accessible and inclusive to people with disabilities. We want everyone to be able to fully participate in all activities without barriers. Having an accessible workplace is vital to the ongoing success of AGT.

Providing a barrier-free workplace starts with this plan but it ends with our people. We need all employees to promote accessibility as we move towards our goal of a barrier-free Canada. Our commitment to this starts at the top. AGT Canada’s executive team in unison with our accessibility committee will take the lead ensuring compliance with the steps outlined in this plan.

### **5. 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.

### **6. 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 plan in an alternate format can use any of the below methods.

**Mail:**

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

**Telephone:**

(306) 525-4490

**Email:**

[accessibilitycommittee@agtfoods.com](mailto:accessibilitycommittee@agtfoods.com)

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

### **7. Reporting Our Plan**

In compliance with the *Accessible Canada Act*, an annual status report will be completed and published on our company website ([www.agtfoods.com](http://www.agtfoods.com)). The report will summarize our progress to achieve a barrier-free workplace.

This plan will be reviewed and updated a minimum of every 3 years. All revisions will be developed in consultation with both employees with a disability and external organizations that serve individuals with disabilities.

### **8. Alternative Formats**

This 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. DEFINITIONS**

**Accessibility:** Refers to the needs of persons with disabilities being intentionally and thoughtfully considered when products, services and facilities are built or modified so they can be used and enjoyed by persons of all abilities.

**Barrier:** The *Accessible Canada Act* defines a barrier as “anything—including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice—that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.”

**Disability:** The *Accessible Canada Act* defines a disability as “any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment—or a functional limitation—whether permanent, temporary or episodic in nature, or evident or not, that, interaction with a barrier, hinders a person’s full and equal participation in society.”

## **C. PRIORITY AREAS**

### **1. Employment**

**Goal:**

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

**Current:**

All employees are trained on our company Code of Conduct which outlines AGT’s expectations that each employee has a responsibility to maintain a respectful workplace for all. All job postings include a

statement that AGT not only values but supports employment equity within the workplace. Over the last three years we have updated this inclusion statement, provided training to managers involved in the hiring process, and provided disability awareness training to management groups.

Actions:

By 2029 we are committed to:

- Updating existing training to managers involved in the hiring process.
- Updating our existing training for all employees on disability awareness to remove any potential stigma.
- Build internal processes that make accommodation requests easy and support a flexible, inclusive workplace.

## **2. Built Environment**

Goal:

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

Current:

AGT Canada's workplaces range from grain terminals, to offices, to research and development labs to processing plants all have different levels of accessibility. Each location has a site-specific emergency action plan which includes accommodation details for any individuals with a disability to ensure each person's safety. In addition, we provide various tools and office equipment to accommodate employees in the workplace upon request. Over the last three years, we have conducted internal audits of our Regina and Saskatoon offices to identify barrier, and launched our process to gather feedback from our customers who have disabilities on their experiences at our workplaces.

Actions:

By 2027 we are committed to:

- Review and update our emergency evacuation plans and share them with all employees. The updated procedures will include instructions for what people with disabilities should do in the event of an emergency.

In 2028 we are committed to:

- Research and review advancements in accessibility standards to determine if any can be implemented in the built environment of our facilities.

Over the next three years, we will:

- Continue to consult with employees and other partners on their experiences at our workplaces, and where appropriate address any concerns with the built environment that are raised

## **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.

Current:

AGT Canada offers Microsoft Office 365 which has multiple accessibility features such as: screen readers, reader mode, option of live captioning, subtitles and transcripts during meetings, and a built in accessibility checker. Our 3<sup>rd</sup> party online learning platform primarily used for health and safety training has slides compatible with software to assist employees with visual impairments. The platform is also committed to continuously enhancing accessibility features. Lastly, we adopt and conform to social media standards set out by the different platforms which include various accessibility features. Over the last 3 years we have also released a new public website designed with a clear and clean layout that has a 100% accessibility score. We have also provided additional training materials on disability awareness and digital accessibility.

Actions:

Over the next three years, we are committed to:

- Continue to consult employees on their experience with internal IT systems, and consider this feedback when developing or procuring new systems

#### **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.

##### Current:

Our communication team is conscious to use plain language for all public communication and internal communication. Most company videos are part captioned (non narrated or YouTube provides captioning automatically). Over the last three years we have also provided additional training materials on digital accessibility for staff that work on external communication materials.

##### Actions:

Over the next three years, we are committed to:

- Follow the development of the Standard on Equitable Communication currently in development by Accessibility Standards Canada
- Once that standard is finalised, we will consider how our communications practises can adjust to better address barriers related to accessibility in our communication

#### **5. Procurement of Goods, Services and Facilities**

##### Goal:

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

##### Current:

Today, our procurement processes do not consistently include accessibility considerations. As such, more consistent inclusion of accessibility considerations in our procurement process is an area that we intend to focus more on to identify and correct any barriers identified.

##### Actions:

In 2026 we are committed to:

- Participating in the Public Review for the development of the standard of Accessible Procurement currently in development by Accessibility Standards Canada

Over the next three years, we are committed to:

- Follow the development of the standard of Accessible Procurement, and once finalised consider how our procurement practices can be adjusted in line with such a standard

#### **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.

##### Current:

Our Code of Conduct outlines AGT Foods' standards on how employees are responsible to conduct themselves during interactions with suppliers and customers. Over the last three years, we have developed a formal process for customers or supplier to provide feedback to AGT Canada on the accessibility of our programs, services and deliveries.

##### Actions:

Over the next three years, we are committed to:

- Continue to consult with suppliers and other partners on their experiences with AGT Canada, and where appropriate address any concerns that are raised as a part of this formal feedback process

#### **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 this plan.

## **D. CONSULTATIONS**

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

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:

Over the next three years, we are committed to:

- Continuing to regularly survey our employees to gather specific feedback on their perception of accessibility within the workplace. To supplement the survey process, we will be available to conduct interviews with employees who wish to provide additional insight based on personal experiences and ideas.

Findings along with any provided comments from survey participants will be reviewed by the committee. We will continue to identify any visible trends from the survey data and promptly act to initiative a plan of action should there be an immediate need to address critical shortfalls. These survey results will continue to help us align our forecasted plans to meet the needs of our employees and stakeholders.

## **E. CONCLUSION**

This Accessibility Plan outlines AGT Canada's path to help achieve a barrier free Canada by 2040 by addressing success areas, our current barriers, and the steps to remove identified barriers. AGT Canada is committed to doing our part to achieve this goal.