



AAS Canada Inc.

Accessibility Plan (2026–2029)

Effective Date: June 1, 2026

Next Review Date: June 1, 2029

1. General

This Accessibility Plan has been prepared in accordance with the Accessible Canada Act and the Accessible Canada Regulations.

AAS Canada Inc. is committed to identifying, removing, and preventing barriers to accessibility for persons with disabilities in our workplace and in the services we provide.

Accessibility considerations are integrated into workplace practices, operational procedures, and service delivery wherever reasonably practicable. This plan outlines the actions and practices currently in place to support accessibility across our operations.

This plan is publicly available and may be provided in alternative formats upon request. Actions described in this plan may evolve as operational needs, technologies, and regulatory requirements change. AAS Canada Inc. will continue to review and update accessibility practices as part of its ongoing commitment to accessibility.

2. Feedback Process and Contact Information

Feedback regarding accessibility at AAS Canada Inc., including feedback on this Accessibility Plan or barriers encountered when interacting with our organization or website, may be submitted using the contact information below.

2741 Coventry Rd
Oakville, Ontario
L6H 5V9



Accessibility Coordinator

Josie DiPerri (HR Senior Manager)

Contact Information

- **Email:** hr@aascanada.com
- **Phone:** (905) 608-8989
- **Mail:** 2741 Coventry Road, Oakville, ON L6H 5V9

Feedback may be submitted anonymously. Where contact information is provided, AAS Canada Inc. will acknowledge and respond to the feedback.

All feedback is reviewed by the Accessibility Coordinator and shared with relevant departments, where appropriate. Feedback received helps inform ongoing accessibility planning and future updates to this plan.

3. Alternative Formats

This Accessibility Plan and information about the feedback process are available in alternative formats upon request.

Requests may be submitted using the contact information listed above.

Alternative formats will be provided within the following timelines:

- Print, large print, and electronic formats: within 20 business days
- Braille and audio formats: within 45 business days

4. Consultation

In preparing this Accessibility Plan, AAS Canada Inc. consulted employees and individuals with knowledge and experience related to accessibility and workplace barriers.



Consultation included internal discussions and opportunities for employees to provide feedback. Accessible formats and supports were made available during the consultation process to facilitate participation.

Feedback gathered during consultation was considered in identifying potential barriers and in developing the actions outlined in this plan. AAS Canada Inc. will continue to consider feedback from employees and stakeholders in future updates.

5. Areas Identified Under Section 5 of the Accessible Canada Act

AAS Canada Inc. reviews its operations to identify, remove, and prevent accessibility barriers in the following areas, as required under Section 5 of the Accessible Canada Act.

5.1 Employment

- Accessibility awareness training is provided to employees as part of onboarding and workplace training activities.
- Accommodation requests are reviewed and addressed in accordance with applicable workplace policies and human rights obligations.
- Employees requiring accommodations are encouraged to discuss their needs with their supervisor or Human Resources.
- Follow-ups may occur to ensure accommodations remain appropriate for the employee's needs.

5.2 Built Environment

- Equipment and work areas under AAS Canada Inc.'s responsibility are maintained for safe and accessible use.



- Accessibility concerns related to physical environments are reviewed and addressed when identified.
- Where operations take place within airport facilities, AAS Canada Inc. works with the relevant airport authority when accessibility concerns are identified.

5.3 Information and Communication Technologies (ICT)

- Accessibility considerations are taken into account when introducing new systems or updating existing tools, where reasonably practicable.
- Employees may request support or adjustments where accessibility barriers are identified in workplace systems.
- Accessibility considerations may also be applied to digital content and web-based information where reasonably practicable.

5.4 Communication (Non-ICT)

- Information shared with employees and stakeholders may be provided in alternative formats upon request.
- Communication practices are reviewed periodically to support accessibility and clarity.

5.5 Procurement of Goods, Services, and Facilities

- Accessibility considerations are included in procurement decisions where relevant to the goods, services, or facilities being acquired.

5.6 Design and Delivery of Programs and Services

- Accessibility is considered when developing or updating programs, procedures, and services.



- Feedback from employees and stakeholders may be considered when opportunities for improvement are identified.

5.7 Transportation

- Where AAS Canada Inc. provides transportation-related services, accessibility considerations are taken into account.
- Supervisors and operational staff monitor services and address accessibility concerns when identified.
- Passenger safety and operational requirements are considered when responding to accessibility-related issues.

6. Progress Reports

In accordance with the Accessible Canada Act, AAS Canada Inc. will publish annual progress reports describing actions taken to implement this Accessibility Plan.

Progress reports will summarize activities, improvements, and feedback received during the reporting period.

7. Plan Review

This Accessibility Plan will be reviewed and updated at least once every three years, or sooner if operational changes, legislative updates, or identified accessibility barriers require revisions.

Prepared by:

Josie DiPerri

HR Senior Manager

Accessibility Coordinator

Date: June 1, 2026