



P: 1-902-566-1102
F: 1-902-555-5848
E: info@sfxt.ca
www.sfxt.ca

THE ACCESSIBLE CANADA ACT SFX TRANSPORT ACCESSIBILITY PLAN Year 2 - PROGRESS REPORT

June 2025



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GENERAL

Our HR Department has been designated to manage inquiries on behalf of SFX Transport about our accessibility plan, progress report and feedback process.

Feedback related to our accessibility plan and our progress reports is welcomed from our employees, customers and members of the public. SFX is committed to reviewing feedback we receive and in taking the steps necessary to address barriers that individuals interacting with our business encounter.

Feedback can be sent anonymously or contact information can be included.

Feedback can be provided the following ways.

- Send an email to: humanresources@sfx.ca
- Phone: 902-566-1102
- By Mail: 225 Minna Jane Drive, Charlottetown, PEI C1A 3M9
- Website: www.sfx.ca

We will confirm with individuals who provide contact information when we have received their feedback.

When requested, copies of our accessibility plan, progress reports or description of our feedback process can be provided in one of the following alternate formats;

- **Print**
- **Large Print**
- **Audio format**

For print and large print, reports will be sent within 15 days. For the Audio form we will send them to you within 45 days.



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The Areas of Our Accessibility Plan

Employment

Our company is currently not attracting applicants from underrepresented populations such as persons with disabilities.

Progress:

We have enhanced the careers section of our website to increase visibility to potential employees with disabilities of the various jobs available in the trucking sector, highlighting our commitment to their inclusion in our workforce. We have updated our application to include our DEI statement.

We have created a DEI powerpoint that is shared with all current employees, managers and all new employees.

Built Environment

Our priority at SFX is to ensure we are maintaining accessibility to our built environment. We continue to strive to identify and remove barriers and ensure accessibility.

Progress:

We moved our employee smoking area which was impeding the entry point to the maintenance department.

Doors to entry points have been automated.



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Information and Communication Technologies (ICT)

We have improved the companies software used to be more accessible by ensuring that everyone access the information can receive the same services.

Progress:

We have updated our websites digital content to meet accessibility standards. We have updated our printed and online applications with our Diversity, Equity, and Inclusion (DEI) statement.

Communication other than ICT

SFX will provide or arrange for accessible communication supports and formats for employees, applicants and/or persons entering or accessing our company upon request.

Progress:

The company will continue to meet with any individuals that present a specific barrier, working with them to provide the best support possible. We will continue to do this in a timely manner and at no additional costs. We have not had requests up to this point.

Design and Delivery of Programs and Services

We continue to strive to apply standard operating procedures for ensuring that our programs, services and processes are taking tonto account accessibility.

Progress:

Standard operating procedures have been reviewed and updated for all programs and processes to include accessibility.



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Transportation

We do not have modifications related to accessibility in our company vehicles

Progress:

Our driver development team is committed to providing a direct line of communication with all our drivers to ensure all concerns are addressed. To date, we have not had requests for accommodations.

Consultations

To align with SFX Transport's commitment to make our workplace environment accessible to all, we have developed our Accessibility Plan in consultation with our employees, including those with disabilities.

We gathered our feedback and input from members of our team regarding accessibility matters through an employee survey.

We are committed to continuous improvement and will continue to make updates to our existing accessibility plan by consulting with employees who self-identify as having a disability and or an interest in contributing to an accessible environment.

We are planning to reach out to external organizations who have supporting persons with disabilities in an effort to improve our accessibility.

We will be reaching out to our employees via survey to have them provide feedback on our progress in the coming months.