

Logikor Inc. Accessibility Plan *General Information*

Responsible Person:

- **Title:** HR Manager
- **Contact Information:**
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Executive Summary

Logikor Inc. is committed to promoting accessibility and inclusion for all individuals. This accessibility plan outlines our strategy to identify, remove, and prevent barriers across various areas, ensuring a more inclusive environment.

Accessibility Statement

Accessibility is integral to Logikor Inc.'s operations. We strive to meet the requirements of the Accessible Canada Act (ACA) and other relevant regulations, with a long-term goal of fostering an inclusive workplace for everyone.

Glossary

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 all.

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."



Employment

Identified Barriers:

- Lacking alternative contact option for those applicants requiring accommodation.

Action Plan:

- Develop inclusive recruitment practices and accessible job postings, including alternative methods to request accommodations and alternative application methods.
- Timeline: Immediate implementation for all new posting roles.
- Responsibilities: HR Department.

Progress Update:

- A statement of support has been included in all job postings indicating that accommodation can be made.
- Our Applicant Tracking System (ATS) can receive requests that can be reviewed and accommodation made should they be required.
- We offer a wide variety of methods of interview, our methods can provide with transcription, remote, video etc.

Built Environment

Identified Barriers:

- We do not at this moment have any identified barriers.

Action Plan:

- Logikor Inc. will continue to monitor our practices and adjust and update where identified.

Progress Update:

- Since we have relocated to our new location we have identified some barriers:
 - Our ground level entry door does have an automatic door opener, however due to the size and weight of the door and occasional wind, the opener is not capable of fully opening and individuals requiring accommodation can have issues.
 - Our unit within the building has additional barriers:



- At our entrance, visitors are required to sign in using a tablet and have a photo taken, this is in a fixed location and individuals with mobility issues may not be able to properly follow our sign-in processes.
- Our entry doors to our unit are not currently power assist in opening and closing and therefore can be a barrier to those requiring assistance.

These barriers were identified in consultation internally with team members that have accessibility requirements. This is something that Logikor will look to address in 2025/2026; with most items requiring exploration and discussion with a third-party property management.

Information and Communication Technologies (ICT)

Identified Barriers:

- Underutilization of accessibility capabilities in our tools and software.
- Review of company webpage compliance.

Action Plan:

- Examine commonly used software tools internal to Logikor Inc. and identify opportunities for use in an accessible manner.
- Utilize scanning tool to review Logikor Inc. webpage annually to identify potential deficiencies.
- Timeline: Ongoing with annual reviews.
- Responsibilities: IT Department.

Progress Update:

- Our IT department runs an annual test on our external website to ensure compliance with all applicable standards via Accessible Web.

Communication (Non-ICT)

Identified Barriers:

- Limited accessibility in traditional communication methods.

Action Plan:

- Offer communications in accessible formats such as Braille and large print.
- Timeline: Immediate implementation.



- Responsibilities: HR Department.

Progress Update:

- We have identified future opportunities to update previously developed Logikor e-learning trainings as these may not be fully accessible for individuals with visual and hearing impairments. This will be addressed in subsequent years on an as needed basis. Current and future in development trainings are being created with further accessibility requirements in mind.

Procurement of Goods, Services, and Facilities

Identified Barriers:

- We do not at this moment have any identified barriers.

Action Plan:

- Logikor Inc. will continue to monitor our practices and adjust and update where identified.

Progress Update:

- Logikor continues to monitor our practices.

Design and Delivery of Programs and Services

Identified Barriers:

- Programs and services not accessible to individuals with disabilities.

Action Plan:

- Adapt and design programs to be inclusive and accessible.
- Timeline: Ongoing with annual reviews.
- Responsibilities: Program Managers.

Progress Updates:

- Logikor continues to review and make updates to our practices as identified.



Transportation

Identified Barriers:

- We do not at this moment have any identified barriers.

Action Plan:

- Logikor Inc. will continue to monitor our practices and adjust and update where identified.

Progress Update:

- Logikor continues to monitor our practices but has not identified any barriers.

Consultations

Methodology:

- Conducted company wide surveys to all employees, encouraging individuals with disabilities and allies to participate, this survey was delivered to all Canadian based team members, allowing us to gather diverse perspectives and insights on accessibility barriers as well as potential solutions.
- 1:1 interviews with team members that have self-identified as individuals with disabilities and volunteered to do so. This information gathered was used to meaningfully assist in our ongoing plans.
 - Most recent interviews occurred May 8th, 2025 in a private office.

Publishing and Notification

- **Publication:** The accessibility plan will be available on the company's website and in printed form at all reception areas.
- **Notification:** The Accessibility Commissioner will be notified within 48 hours of the plan's publication.

Alternate Formats of this Plan

- **Braille/Audio:** Available within 45 days of request.
- **Large Print/Electronic:** Available within 15-20 days.



Record Keeping of this Plan and Relevant Documents

- **Digital Copies:** Available on the company website for a minimum of seven years.
- **Print/Electronic Copies:** Available to the public for seven years.

