



The Accessible Canada Act

Roquette Canada LTD

Accessibility Plan

2026

General:

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Summary

Rouquette Canada LTD (RCL), in addition to the legal obligation to align with the Accessibility Act Canada (ACA) is committed to building a culture and environment of accessibility and inclusion in full alignment with our values.



Authenticity

We believe that authenticity and trust are the foundation of what we do.

Anticipation

We look to the future with confidence, curiosity, and ambition.

Excellence

We strive for excellence by continuously learning and improving.

Well-being

We care deeply about the well-being of the people and communities around us.

Convinced that the protection of the environment and people is the key to success for our company, Roquette has launched an ambitious program to strengthen our performance by 2030.

'Life+Nature' is organized around three platforms:

- **“PRESERVE** the planet,”
- **“INVENT** for the future,”
- **“CARE** for people.”

We maintain a relationship of trust with all our partners, placing security, ethics and human rights at the heart of our exchanges. In all our activities and business relationships, we strive to respect human rights and fundamental freedoms.

At Roquette, we offer our employees rich and varied career paths, ensure their quality of life at work, respect their diversity and prioritize their safety.



Diversity, Equity and Inclusion

- Diversity, Equity, Inclusion (DE&I) Program of the Group on Gender Equity, Geographies and Cultures and Generations
- Integration of persons with disabilities
- Training Programs

This Accessibility Plan outlines the barriers we have identified, the actions we will take to remove and prevent them, and the processes we will use to monitor progress and engage with persons with disabilities.

We commit to:

- Creating an inclusive environment where everyone can participate fully.
- Identifying, removing, and preventing barriers across operations.
- Consulting persons with disabilities in the development and review of this plan.
- Reviewing and updating this plan at least every three years.

1. Employment

RCL will review our recruitment, employment, and promotion practices with the goal of attracting and retaining employees, including those with disabilities.

1. RCL will review our job posting, job descriptions, and interview practices for accessibility improvements.
2. RCL will assign a point person, or people, within human resources who will be trained in accessibility in the workplace and will be able to provide guidance to employees and managers.
3. RCL will develop a Request for Accommodation process during the recruitment cycle.
4. RCL will provide awareness training for managers on disability inclusion, the Accessible Canada Act, and the responsibilities of the company and managers.
5. RCL will consult on and implement a process for employees with disabilities to request and receive workplace accommodations.

2. Built Environment

We plan to take a proactive approach in the identification of barriers that may limit current or future employees.

1. RCL plans to revise our existing Emergency Evacuation Plans to for those with disclosed disabilities and have requested assistance in the event of an emergency.
2. RCL will provide marked accessible parking spaces and accessibility ramps for access to the facility.
3. Ensure installation of automatic door openers at all primary entrances.
4. Work with an accessibility consultant to review the built environment for potential barriers in the workplace, including those for people with invisible disabilities.

3. Information and Communication Technologies

RCL believes Digital Accessibility is not just about supporting colleagues with disabilities—it's also about making sure everyone, regardless of their digital literacy or comfort with technology, can fully participate and contribute.

1. RCL will review and implement with the requirements and recommendations of Roquette's Global Digital Accessibility Plan 2026-2028 to ensure compliance.
2. RCL will consult with an accessibility consultant to identify and work to remove barriers on the website, online and electronic communications, and other ICT communications, both public-facing and employee-facing.

4. Communications (Non-ICT)

RCL will support barrier free access to communications for the employees, public and clients.

1. RCL, when requested will provide alternative formats within the timeframes required by the Accessible Canada Regulations which may include print, large print, audio format, or braille.
2. RCL will consult to better understand accessibility barriers with signage, print materials, audio-visual materials and practices.
3. RCL will encourage accessibility best practices for meetings, presentations, and conferences.

5. Procurement of Goods, Services, and Facilities

RCL will ensure that accessibility is considered throughout the procurement process.

1. RCL will review current procurement practices and procedures to ensure accessibility is considered and promoted. We will consider whether our current vendors can supply goods or services that meet our accessibility needs.

6. Design and Delivery of Programs and Services

RCL will consult to identify barriers:

1. RCL will develop and promote guidelines on how to apply accessibility considerations when reviewing policies, programs and services.
2. Review current programs and identify any accessibility gaps.

7. Transportation

RCL does not coordinate a transportation system, or fleet of transportation vehicles as defined in the Accessible Canada Act, so this is not included in the scope of this plan.

Consultation Process

To align with our commitment to build a culture and environment of accessibility and inclusion, RCL conducted internal surveys, has contacted Manitoba League of Persons with Disabilities, and will engage their consulting services for review and ongoing development and measurement of progress for our Accessibility Plan.

We will continue to have dialogue with employees and members of the public and consult with external organizations to ensure that we meet our commitments we set out to achieve.

Input and Feedback Process

We welcome feedback on any accessibility barriers and this Plan.

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We accept feedback by regular mail, phone and email. Feedback will be acknowledged in the same manner that it is received. All feedback will be reviewed within 10 business days, and actions will be documented. We will be working with disability consultants to further develop our input and feedback processes.

6. Monitoring and Reporting

RCL is committed to monitoring and reporting of the progress on accessibility and the accessibility plan.

- Publish annual progress reports on accessibility.
- Continue developing this plan in consultation with disability organizations.
- Track completion of actions and develop a plan to measure outcomes.
- Update this Plan every three years or sooner if needed.
- Publish the accessibility plan on the company's website.