

Beaver Bus Lines Accessibility Plan

Section 1: General

The Accessible Canada Act requires all federally regulated companies to prepare a plan for identifying, removing, and preventing barriers to accessibility for persons with disabilities.

Beaver Bus Lines Inc. is committed to providing an accessible and inclusive environment for our operations in North America. Beaver Bus Lines will continue efforts to reduce barriers for our customers, employees, and the public.

Input & Feedback

Beaver Bus Lines welcomes feedback on this Accessibility Plan from the public, customers, and employees. Receiving feedback will allow us to continue to improve accessibility into the future.

Contact Person

Any feedback or questions regarding this Accessibility Plan can be addressed to the following Beaver Bus Lines Inc. representative:

Contact: Al Wilson

Mailing address: 339 Archibald Street, Winnipeg MB R2J 0W6

Email: al.wilson@beaverbus.com

Telephone: 204.989.7038

Website: <https://www.beaverbus.com>

Feedback received will be reviewed for continual improvement and for future progress reports.

[Accessibility Survey](#)

[Accessibility Progress Report](#)

Reporting on our Plan

As required by the Accessible Canada Act, Beaver Bus Lines will publish this Accessibility Plan as well as annual progress reports regarding our commitments. We will review and update this Accessibility Plan every three years.

Section 2: Addressing Areas Identified in the Accessible Canada Act

The Accessible Canada Act requires this Accessibility Plan to identify barriers and actions to be taken to respond to those barriers in the following areas: employment, built environment, information and communication technologies (ICT), communication other than ICT, the procurement of goods, services and facilities, design and delivery of programs and services, and transportation.

EMPLOYMENT

Barrier #1: Beaver Bus Lines can face difficulty attracting diverse job candidates including people with disabilities. For mechanics, the operation of tools and heavy parts/equipment is physically demanding work with limited options for accommodation.

Action: We know that improving workplace accessibility will help recruit and retain employees for a strong and stable workforce. Beaver Bus Lines will review recruitment and hiring practices to identify barriers for people with disabilities and we will educate hiring managers regarding barrier-free hiring.

BUILT ENVIRONMENT

Barrier #2: Some areas of our facilities may limit mobility or comfort for persons with disabilities.

Action: Using a phased approach, we will review infrastructure needs and opportunities to reduce barriers to accessibility in our facilities and for our fleet.

INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

Barrier #3: Beaver Bus Lines communications and signage can contain graphs, charts and images that may not be accessible for persons with disabilities.

Action: Beaver Bus Lines will explore best practices for updating communication for the public, including with the use of plain language and consistent use of accessible formats compatible with adaptive technology.

COMMUNICATION OTHER THAN ICT

Barrier #4: Beaver Bus Lines does not have a standard process to provide key internal employment information such as forms, policies and procedures, to employees other than the use of email, which some employees do not regularly access.

Action: We will communicate and share key documents in a variety of methods for employees to ensure that important information is received including in alternative formats for people who request them.

PROCUREMENT OF GOODS, SERVICES AND FACILITIES

Barrier #5: Beaver Bus Lines procurement procedures do not take into account accessibility requirements for the buying of goods and services.

Action: We will update procurement procedures to add accessibility considerations.

DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

Barrier #6: Beaver Bus Lines does not currently have a standard approach to considering accessibility when developing new programs or services.

Action: We will provide training on the Accessible Canada Act for those in leadership roles and incorporate feedback from this Accessibility Plan when programs, processes or procedures are reviewed and updated.

TRANSPORTATION

Barrier #7: Motor coaches have some limits in the ability to accommodate accessibility needs including with boarding and disembarking.

Action: The safe transport of customers and the public is Beaver Bus Lines top priority. Beaver Bus Lines will continue to identify possible assistive equipment or tools available to support customers and employees.

Consultation

This Accessibility Plan was developed in consultation with internal staff and leaders, including occupational health and safety committees and human resources, and after participating in consultations with the Canadian Transportation Agency regarding accessible transportation for persons with disabilities.

Definitions

For this plan, 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.

The terms “barrier” and “disability” are defined in the Accessible Canada Act, as follows:

Barrier means 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 means 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, in interaction with a barrier, hinders a person’s full and equal participation in society.

Dated: August 26, 2025 Accessibility plan report completed by: Beaver Bus Lines Inc.