



## General

StandardAero is one of the aerospace industry's largest independent maintenance, repair, and overhaul (MRO) providers. StandardAero is a global company with Facilities located in North America, South America, Europe, Africa and Asia Pacific. In Canada, we have facilities in Langley and Richmond, British Columbia; Calgary, Alberta; Winnipeg, Manitoba; Summerside, Prince Edward Island; and St-John's, Newfoundland. StandardAero's vision is to deliver exceptional aerospace services powering our customers' missions worldwide. StandardAero also strives to be an employer of choice recognized for operations excellence and a culture of inclusion, collaboration and innovation. Our values are integrity, quality and service, teamworking and communication, safety and sustainability, accountability and dependability, and continuous improvement and innovation. These values reflect the spirit of StandardAero and the heart and strength of our culture.

The Manager, Human Resources, is designated to receive feedback on barriers and the Accessibility Plan 2023–2026

## Feedback

Your feedback is important to us.

If you're experiencing a barrier to accessibility and want to help improve and advance our accessible services, please contact us using one of the methods below.

By email: [accessibility@standardaero.com](mailto:accessibility@standardaero.com)

By mail:

Accessibility feedback  
Human Resources  
StandardAero  
707 Flight Road  
Winnipeg, Manitoba, R3H 1C6

By telephone: 1 (204) 775-9711

## **Executive summary**

StandardAero's Accessibility Plan 2023–26 seeks to build a culture of inclusiveness that promotes diversity and combats discrimination by identifying and removing existing barriers and preventing future barriers in the workplace.

While this first version of the Plan focuses on the priority areas outlined in the Accessible Canada Act (ACA), the Plan is an evergreen document, where proposed solutions under each area can evolve as barriers are identified, to ensure it remains current and relevant as we respond to the needs of our employees.

A barrier (as defined in the Act) includes 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

As part of the development of this Plan, an online employee survey was held in the spring of 2023. StandardAero employees who self-identified as persons of disability were invited to provide their feedback on the 7 priority areas of the ACA. They were asked to identify and provide recommendations for removing barriers in our workplace. They were also asked if they had additional feedback that fell outside of the 7 priority areas. Those recommendations were reviewed and have been the basis of our first Accessibility Plan.

## **Accessibility statement**

StandardAero believes in equal opportunity and is committed to providing a barrier-free environment that allows all people to maintain their independence and dignity. As an organization, we respect and uphold the requirements set forth under the Accessibility Canada Act (2019) and its associated regulations and strive to meet the needs of persons with disabilities in a timely and effective manner.

StandardAero is committed to creating a diverse and inclusive workforce. Our employees and our business succeed when we get this right. We ensure fair employment practices, including a prohibition against all forms of illegal discrimination and harassment. By providing equal access, fair and equity of treatment to all employees on the basis of merit, we ensure not only our employees' success, but that of the business as well.

We endeavor to create a workplace for everyone by including perspectives from backgrounds that vary by race, color, ethnicity, social background, religion, gender identity or expression, transgender status, sex, gender, age, disability, sexual orientation, veteran status, and national origin. StandardAero is further committed to observing all applicable labor and employment laws wherever we operate

## **Employment**

StandardAero is committed to fair and accessible employment practices. Some of the initiatives we will take over the next 3 years include the following:

- Notify candidates about the availability for accommodation during recruitment via a note on the job posting.
- Deliver interviewer training that includes unconscious bias to all of Human Resources and hiring leaders.
- Review opportunities with our national Employment Equity committee to increase representation of hiring persons with disabilities in particular job families.
- Partner with local community organizations representing Persons with Disabilities to look at employment opportunities
- Review opportunities to offer internships to persons of disability

## **Built Environment**

StandardAero will continue to evaluate opportunities to increase facility accessibility. Should any modifications be made to our facilities, accessibility will be factored into the planning and design. In addition, we will:

- Conduct a code review for washroom accessibility of our current facilities.
- Conduct a barrier free entrance review and plan for improvements.
- Target having a unisex washroom / universal toilet room available in all facilities.
- Improve main floor accessibility; complete barrier free entrances, prioritize customer access locations.

## **Information and communication technologies (ICT)**

- During employee consultations, desk phone capability was identified by a hearing-impaired employee
- Accommodations are available for hearing impaired employees and may include specialized telecommunications equipment as requested.

## **Communication, other than ICT**

- When asked, we commit to providing alternate communication formats as soon as possible and within time frames listed in the Accessible Canada Regulations:
  - print
  - large print
  - braille
  - audio format

- an electronic format that's compatible with adaptive technology meant to help people with disabilities
- In addition to providing the communication formats listed above, we also commit to issuing a communication campaign to:
  - Educate employees around the definition of disability.
  - Ask employees to use the Employment Equity self-identification questionnaire to ensure we have accurate representation of our workforce.
  - Share information on the services available to employees with disabilities.

### **Procurement of goods, services and facilities**

- During our employee consultations, there were no barriers within this category identified

### **Design and delivery of programs and services**

In the area of design and delivery of programs and services, we commit to:

- Conduct a review of training areas within our facilities to ensure accessibility or to provide a recommended alternative solution.
- Create awareness and provide training on unconscious bias to all employees and leaders to reduce the stigma around persons with disabilities.

### **Transportation**

- During our employee consultations, there were no barriers within this area identified

## Consultations

We consulted with our employees who self-identify as persons of disabilities by collecting feedback through an online survey in the Spring of 2023. Employees were invited to provide their feedback on the 7 priority areas of the ACA, including identifying and providing recommendations for removing barriers in our workplace. We also spoke to leaders in various departments such as facilities, communications, occupational health & safety and human resources to learn their best practices.

Throughout our consultations, employees listed examples of barriers that have kept them from participating fully within the department. This feedback helped us develop the action items listed in this plan. Here's some of what we heard:

- Positive feedback on how the company has accommodated their disability very reasonably including providing the appropriate requested equipment to use (ex: modified work station, white board for communicating, life alert machine).
- Positive feedback on being respected by the company and treated with dignity.
- Feedback indicating that our facilities need a review of accessibility for entrance into our buildings, washrooms, and training areas.
- Feedback indicating that communication of the available Company services would help serve the employees with disabilities.