

## 2024 Progress Report on Accessibility Action Plan

### General

StandardAero is one of the aerospace industry's largest independent maintenance, repair, and overhaul (MRO) providers. 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.

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.

StandardAero's Accessibility Action plan outlines the organization's commitment to meet or exceed the standards identified in the Accessible Canada Act legislation and regulations. Our plan 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.

## Contact

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

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

## Progress on our Six Pillars

Pillar	Status	Key Deliverables
Employment	On Track	Notify candidates about the availability for accommodation during recruitment via a note on the job posting.
	On Track	Deliver interviewer training that includes unconscious bias to all of Human Resources and hiring leaders.
	On Track	Review opportunities with our national Employment Equity committee to increase representation of hiring persons with disabilities in particular job families.
	On Track	Partner with local community organizations representing Persons with Disabilities to look at employment opportunities
	On Track	Review opportunities to offer internships to persons of disability
Built Environment	On Track	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
	On Track	Conduct a code review for washroom accessibility of our current facilities
	On Track	Conduct a barrier free entrance review and plan for improvements.
	On Track	Target having a unisex washroom / universal toilet room available in all facilities
	On Track	Improve main floor accessibility; complete barrier free entrances, prioritize customer access locations.
Technology	On Track	During employee consultations, desk phone capability was identified by a hearing-impaired employee
	On Track	Accommodations are available for hearing impaired employees and may include specialized telecommunications equipment as requested.
Communication	On Track	When asked, we commit to providing alternate communication formats as soon as possible and within time frames listed in the Accessible Canada Regulations: <ul style="list-style-type: none"> <li>• Print</li> <li>• Large print</li> <li>• Braille</li> <li>• Audio format</li> <li>• In an electronic format that's compatible with adaptive technology meant to help people with disabilities</li> </ul>
	On Track	<ul style="list-style-type: none"> <li>• In addition to providing the communication formats listed above, we also commit to issuing a communication campaign to: <ul style="list-style-type: none"> <li>• Educate employees around the definition of disability.</li> <li>• Ask employees to use the Employment Equity self-identification questionnaire to ensure we have accurate representation of our workforce.</li> <li>• Share information on the services available to employees with disabilities</li> </ul> </li> </ul>
Program & Services	On Track	Conduct a review of training areas within our facilities to ensure accessibility or to provide a recommended alternative solution
	On Track	Create awareness and provide training on unconscious bias to all employees and leaders to reduce the stigma around persons with disabilities.

On Track

Will be initiated in  
2024

Completed

## Consultations

Over the past year, we engaged with the Rainbow Resource Centre, a not-for-profit organization who nurtures inclusive spaces for 2SLGBTQ+. They consulted with us on best practices of creating accessible gender-neutral washrooms in our facilities. This past year we reviewed and began to implement our goal of having gender neutral washrooms in all of our buildings. One of our facilities designated a set of washrooms

as gender neutral in order to provide non-binary and/or gender non-conforming the ability to use a facility that will reduce discomfort and allow for increased safety.

We also consulted with Spinal Cord Injury PEI who reviewed one of our facilities and provided a list of recommendations to assist with extensive renovations for barrier free access to accommodate an employee requiring wheelchair access.

We also conducted a voluntary Employment Equity self-identification survey in late 2023 in order to ensure we had the most accurate picture of our workforce representation and provided a defined definition of disability to assist with employees being able to self-identify. We saw a 52% increase in our representation for our persons with disabilities population. This larger population group will be contacted for our next round of employee consultations later in 2024.

## **Feedback**

We did not receive any formal feedback from the multiple channels listed above regarding any issues related to accessibility. In 2024, we will look at adding an accessibility feedback button to our company intranet as another option for employees to provide their feedback.

## **Moving Forward**

We will continue to leverage feedback and the planned action items in our Accessibility Action Plan to remove and prevent barriers in ways that continues to impact all stakeholders.

In 2024, we will do more to achieve progress on our action items in the Plan and:

- we will re-engage with local community organization representing persons with disabilities to look at both intern and employment opportunities
- Develop a plan to evaluate opportunities to increase facility accessibility. Should any modifications be made to our facilities, accessibility will be factored into the planning and design
- Conduct a review of our building entrances and washrooms for accessibility improvements
- Review opportunities with our national Employment Equity committee to increase representation of hiring persons with disabilities in particular job families.

StandardAero is committed to the sustainability and transparency of its Accessibility Action Plan.