



2026-2029 ACCESSIBILITY ACTION PLAN

Introduction

At StandardAero, we are committed to fostering an inclusive, respectful, and accessible workplace through the ongoing identification, removal, and prevention of barriers for employees, contractors, customers, and visitors. We recognize that accessibility is essential to ensuring all individuals can fully and equally participate in our workplace and operations.

The **Accessible Canada Act (ACA)** came into force in 2019 with the goal of achieving a barrier-free Canada by 2040. The legislation focuses on proactively identifying, removing, and preventing barriers in federally regulated workplaces and organizations.

As a federally regulated employer, StandardAero is committed to continuous improvement in accessibility through consultation, engagement, and action planning across the seven priority areas identified within the **Accessible Canada Act**:

1. Employment
2. Built Environment
3. Information and Communication Technologies (ICT)
4. Communication other than ICT
5. Design and Delivery of Programs and Services
6. Procurement of Goods, Services and Facilities
7. Transportation

Definitions taken from the *Accessible Canada Act*

Barrier: Anything — including anything physical, architectural, technological or attitudinal, anything based on information or communications, or anything resulting from a policy or practice — that hinders the full and equal participation in society of persons with an impairment, including physical, mental, intellectual, cognitive, learning, communication, or sensory impairments or functional limitations.

Disability: 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.

General Information

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.

This is StandardAero’s second accessibility plan. It outlines our commitments, ongoing initiatives, and future priorities over the next three years to improve accessibility and inclusion across our operations. It will be updated to reflect results, feedback and ongoing consultations with employees, persons with disabilities and other experts in the field.

We will monitor, measure and report on progress annually; publish an updated version of the accessibility plan every three years; and make ongoing adjustments and improvements based on feedback and lessons learned.



The safety and well-being of our employees, customers, and communities are fundamental to how we operate. Our Environmental, Health, and Safety (EHS) programs are designed to protect people, manage operational risks, and minimize environmental impacts associated with MRO activities.

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

By mail:

Accessibility feedback
Attention: Senior Human Resources Manager
StandardAero
707 Flight Road
Winnipeg, Manitoba, R3H 1C6

By telephone: 1 (204) 775-9711



1. Employment

Goal: Promote an accessible, inclusive, and supportive workplace where employees can fully participate and succeed.

2026–2029 Commitments & Actions

- Continue implementing Mental Health training for leaders and employees.
- Increase awareness and communication regarding Employee Assistance Program (EAP) and mental health supports.
- Create accessibility-focused Lunch & Learn sessions for employees and leaders.
- Review and enhance its workplace accommodation process and policies to ensure they are clear, supportive, and aligned with accessibility best practices.
- Improve guidance and training for employees and managers regarding accommodations and accessibility responsibilities.
- Continue ergonomic assessment processes through Environmental Health & Safety (EHS).
- Review workstation chair quality and ergonomic workstation design.
- Conduct sound assessments at our Winnipeg facility and review headset solutions for team stand-up meetings.

Success Measures

- Increased employee awareness of accommodation and support resources.
 - Improved accessibility training participation rates.
 - Increased employee satisfaction regarding workplace support and inclusion.
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2. Built Environment

Goal: Improve accessibility, mobility and safety across all company facilities.

2026–2029 Commitments & Actions

- Continue improving washroom accessibility through upgrades to fixtures, signage, and inclusive facilities, including the addition of gender-neutral options.
- Enhance building accessibility by reviewing entrances, ramps, doors, and wayfinding signage, and implementing accessibility improvements where feasible.
- Improve access to work areas and common spaces through infrastructure enhancements, including adding elevators in one of our Winnipeg locations.
- Conduct ongoing reviews of facility accessibility features and prioritize annual upgrades based on identified barriers and employee feedback.
- Improve emergency preparedness and safety through accessible muster point signage, and accessibility mapping.
- Review accessible parking availability and improve visibility of accessible parking locations.
- Reduce congestion and improve mobility within facilities through building expansion in Winnipeg, including improved layouts, walkway design, floor markings, and space optimization initiatives.
- Incorporate ergonomic and accessibility considerations into workstation upgrades and operational area redesigns.
- Strengthen housekeeping and facility maintenance expectations at our Winnipeg locations to help ensure pathways, washrooms, and common areas remain accessible, clean, and safe.

Success Measures

- Increased number of accessible entrances and washrooms.
 - Improved employee mobility and access throughout facilities.
 - Reduced congestion and accessibility barriers in production areas.
 - Increased compliance with accessibility and safety standards.
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3. Information and Communication Technologies (ICT)

Goal: Ensure technology systems and digital tools are accessible, reliable, and user-friendly.

2026–2029 Commitments & Actions

- Review accessibility feedback related to company’s intranet, production systems, learning management systems, and other IT systems.
- Improve responsiveness and usability of internal systems and file access.
- Evaluate closed-captioning capabilities for e-learning courses and provide guidance to employees on enabling accessibility features.
- Review meeting room technology instructions to ensure usability and accessibility.
- Expand virtual participation options for Town Halls and meetings through Zoom to support employees with mobility needs.

Success Measures

- Increased accessibility features available in digital systems.
 - Improved employee feedback regarding system usability.
 - Increased participation in virtual meetings and learning opportunities.
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4. Communication Other Than ICT

Goal: Promote clear, inclusive, and accessible communication throughout the organization.

2026–2029 Commitments & Actions

- Continue accessibility awareness communications through EH&S meetings, committee meetings, and leadership communications.
- Increase accessibility awareness campaigns and educational opportunities.
- Ensure emergency evacuation procedures and communications remain accessible and clearly communicated.

Success Measures

- Increased employee awareness of accessibility initiatives.
- Improved communication effectiveness during operational transitions and emergencies.
- Improved emergency preparedness for employees requiring accommodations.

5. Design and Delivery of Programs and Services

Goal: Ensure company programs, services, and workplace practices are designed with accessibility and inclusion in mind.

2026–2029 Commitments & Actions

- Review onboarding and training processes to ensure accessibility considerations are integrated.
- Refresh and implement Train-the-Trainer program to support onboarding, employee development, and consistent training practices.
- Incorporate accessibility and ergonomic considerations into operational and facility redesign projects.
- Continue consultation with employees regarding workplace barriers and accessibility opportunities.

Success Measures

- Improved accessibility integration into operational processes and programs.
 - Increased employee participation and engagement.
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6. Procurement of Goods, Services and Facilities

Goal: Incorporate accessibility considerations into procurement and vendor selection processes.

2026–2029 Commitments & Actions

- Review accessibility considerations for future facility renovations and expansions.

Success Measures

- Increased accessibility considerations in procurement and future facility decisions.
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7. Transportation

Goal: Improve accessibility related to workplace parking and site access.

2026–2029 Commitments & Actions

- Review accessible parking availability at all buildings and identify improvement opportunities.
- Publish accessible parking and muster point maps on internal communication platforms.
- Proactively offer parking accommodations for pregnant employees and employees requiring temporary accommodations.

Success Measures

- Improved accessibility and visibility of parking accommodations.
 - Enhanced site navigation and access for employees and visitors.
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Consultation and Feedback

Consultation was conducted through an online accessibility survey that invited employees to provide feedback across the priority areas identified under the *Accessible Canada Act*. We received 634 responses which provided valuable insight into existing barriers and opportunities to enhance accessibility and inclusion across our operations. Over 73% of our employees who identify as a person with disability responded to the survey.

Survey results were reviewed by the site leadership teams to identify common themes, prioritize areas of focus, and develop practical actions to address identified barriers. Key themes identified through consultation included improving physical accessibility primarily within our Winnipeg facilities and minor improvements to our Summerside facility, enhancing accessibility awareness and training, increasing the accessibility of workplace communications and technology, and strengthening processes related to accommodation and inclusion.

StandardAero will continue engaging employees, leaders, employee committees, Health & Safety teams, and individuals with lived experience to identify barriers and improve accessibility across our operations. Employees are encouraged to provide ongoing accessibility feedback through:

- Leadership
- Human Resources
- EH&S meetings
- Employee committees

- [Accessibility email address](#)

Accessibility is an ongoing journey. StandardAero remains committed to identifying and removing barriers while creating a safer, more inclusive, and more accessible workplace for all employees and visitors.

