

Progress Report for Aliter Technologies 3CIS Incorporated

General

At Aliter Technologies 3CIS Incorporated (AT 3CIS) we are committed to fostering an inclusive and equitable workplace. In alignment with the Accessible Canada Act, AT 3CIS has implemented initiatives to identify, remove, and prevent barriers that may impact employees, clients and other stakeholders. We are learning more about accessibility by taking a proactive and inclusive approach to the identification, prevention, and elimination of barriers to accessibility. We believe in treating everyone with respect and in ways that allow them to maintain their dignity and independence.

We also apply an intersectional approach to accessibility, recognizing that the challenges faced by people with disabilities may be influenced by other factors. By considering these intersections, we develop more inclusive initiatives.

The Human Resources Manager is available to receive feedback on barriers and the AT 3CIS Accessibility Plan. The feedback can be received by mail, email, or phone:

Contact Information:

1. **Mailing Address:** 8235 Wagner Road, NW, Edmonton, AB, T6E 4NG
2. **Email Address:** elizabeth.benigni@aliter.ca
3. **Telephone Number:** 780 433 3752

If at any point the Human Resources Manager is unavailable, the Health & Safety Manager will handle feedback on barriers and the accessibility plan. This can be done the same manner via mail, email, or phone:

Contact Information:

1. **Mailing Address:** 8235 Wagner Road, NW, Edmonton, AB, T6E 4NG
2. **Email Address:** chris.therrien@aliter.ca
3. **Telephone Number:** 780 433 3752

Feedback provided can be submitted anonymously. AT 3CIS will acknowledge the receipt of feedback, other than anonymous feedback.

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Updated: May 5, 2026

Version: 2.0

Prepared by: Elizabeth Benigni, Chris Therrien

All personal information that AT 3CIS receives will remain confidential unless the person consents to its disclosure.

Our progress to date

This progress report provides an overview of AT 3CIS's efforts to improve accessibility.

Areas Under Section 5 of the Accessible Canada Act

1. Employment:

Our approach to accessibility is integrated within the framework of our corporate policies, including but not limited to the Respectful Workplace, Harassment, Gender, Diversity and Inclusion, Accessibility, and Health and Safety Policies.

We are committed to maintaining an inclusive workplace and accessible workplace for all persons.

During this reporting period, we:

1. Delivered training to personnel on accessibility.
2. Provided guidance to personnel to support inclusive employment practices.
3. Continued to offer reasonable accommodations throughout employment practices.
4. Requested feedback from employees to identify areas for improvement in accessibility-related initiatives.

2. Built Environment:

We continue working to improve accessibility within our facilities by:

1. Reviewing physical spaces to identify potential barriers.
2. Updating clear signage and pathways.
3. Addressing accessibility needs as they arise.

3. Information and Communication Technologies (ICT):

We have taken steps to improve accessibility in our digital environment as part of our ongoing efforts to provide equal access for all users. Our initiatives include:

1. Integrating accessibility features into our website to improve usability.
2. Using accessible format to support individuals with an auditory or visual disability, as well as those with less bandwidth.
3. Using Microsoft Teams transcription to support accessibility in internal meetings.

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4. Communication (Other than ICT):

We continue to make our communications accessible by:

1. Using plain and inclusive language.
2. Offering alternative formats to accommodate diverse requests.
3. Applying accessible formatting to improve readability.

5. Procurement of Goods, Services, and Facilities:

We continue to consider accessibility in procurement processes where applicable and review options that support accessibility outcomes.

6. Design and Delivery of Programs and Services:

1. Accessibility is a component of our obligations to our clients; we will ensure that accessibility is addressed in the design of the services provided.

We continue to explore best practices related to accessibility.

7. Transportation:

This area is not relevant to AT 3CIS operations at this time.

We recognize that accessibility is an ongoing effort. We will continue to identify and address barriers and improve accessibility across our operations.