



AGT Foods Canada

2025 Progress Report: 2024 – 2026 Accessibility Plan

A. GENERAL

1. About AGT Foods

AGT Food and Ingredients Inc. (“AGT”) is a Saskatchewan, Canada-based global leader in plant-based proteins and value-added processing of pulses, grains, staple foods and ingredients for export and domestic markets.

AGT was founded on the principle “**From Producer to the World**”, buying pulses, grains, oilseeds and specialty crops from farmers around its facilities and offices in Canada, Türkiye, the U.S., Australia, South Africa, India, China and Europe and processing and exporting its pulses, milled durum wheat and canola products, pulse ingredient flours, starches, fibres, proteins and extruded products and retail packaged foods to customers in over 120 countries around the world.

2. Accessibility Committee

AGT Canada has put together an Accessibility Committee to oversee this plan. The committee is comprised of members from various departments, and is responsible for:

- the development of the plan,
- implementation of action items; and
- responding to feedback.

3. Giving AGT Feedback

We are committed to continuously moving forward to bridge any gaps in accessibility within our company and the services we offer. Any employee or member of the public who would like to provide feedback, ask a question, or request this report or our 2024-2026 Accessibility Plan in an alternate format can use any of the below methods.

Mail:

ATTN: Accessibility Committee
AGT Foods Canada
6200 Primrose Green Drive East
Regin, SK
Canada
S4V 3L7

Telephone:

(306) 525-4490

Email:

accessibilitycommittee@agtfoods.com

All feedback, including complaints, will be directed to the Accessibility Committee and documented on our annual update reports.

4. Alternative Formats

This report or our 2024-2026 Accessibility Plan will be available, upon request, in the following formats.

- Print
- Large Print
- Braille

Please note that alternate formats may be provided as they become available.

B. PRIORITY AREAS

1. Employment

Goal:

AGT Canada continues to strive towards providing respectful and accessible workplaces where every individual feels supported throughout their employment.

Actions taken in second reporting period:

- Provided training to managers involved in the hiring process.
- Provided disability awareness training to management groups
- Provided training for all employees on disability awareness to remove any potential stigma.

2. Built Environment

Goal:

Where reasonably practical we are committed to providing the same opportunity for all to comfortably access our workplaces.

Actions taken in second reporting period:

- Conducted an internal audit of our head office in Regina to identify further accessibility barriers.

3. Information and Communication Technologies (ICT)

Goal:

Technology and various communication methods are utilized daily in every area of the operation to support and assist our employees in their work. Our goal is to have barrier-free information and communication technologies.

Actions taken in second reporting period:

- Released a new public website designed with a clear and clean layout that has a 100% accessibility score.

4. Communication Other Than ICT

Goal:

We love to share AGT Canada's ventures and successes with the public. Our goal is to continue providing barrier free access for the public, customers and employees to all the communications that originate from us.

Actions taken in first reporting period:

- No actions directly taken in this area during this reporting period. By the end of 2025 we are committed to providing training materials on digital accessibility for staff that work on external communication materials.

5. Procurement of Goods, Services and Facilities

Goal:

AGT Canada believes that barrier-free experiences should extend to our procurement processes.

Actions taken in first reporting period:

- No actions directly taken in this area during this reporting period. By 2026 we are committed to developing an accessibility checklist to ensure it is appropriately considered during the procurement process.

6. Design and Delivery of Programs and Services

Goal:

The public should be able to enjoy our products and services equally and our people should be able to perform their work barrier free.

Actions taken in first reporting period:

- No actions directly taken in this area during this reporting period. By 2026 we are committed to develop and implement a standard process by which AGT's customers, employees, and stakeholders can report concerns and provide ideas encompassing the subject of accessibility.

7. Transportation

Transportation is one of the areas to be reviewed as per the ACA. However, AGT Canada does not operate a transportation system for our employees or the public therefore not in the scope of our 2024-2026 Accessibility Plan or this progress report.

C. CONSULTATIONS

To align with AGT Canada's commitment to make our workplace environment accessible to all, we developed our 2024-2026 Accessibility plan in consultation with our employees on the accessibility committee and external organizations that serve individuals with disabilities.

For our 2024-2026 Accessibility plan, we gathered feedback from external organizations supporting persons with disabilities to better understand and seek recommendations for improving accessibility at AGT Canada. Organizations we consulted include:

- Ready Willing and Able
- Inclusion Saskatchewan
- Canadian Farmers with Disabilities Registry

Actions taken in the second reporting period:

- We continued consultations with an external organization (Ready Willing and Able).
- We conducted a company survey to gather specific feedback from our own employees on their perception of accessibility within the workplace. Survey results will be reviewed in 2025, and the committee will create an action plan.

D. FEEDBACK RECEIVED AND CONSIDERATION

Feedback received from the external organization can be summarized in the two areas:

- Identified actionable items our Human Resources department can take to ensure future job openings are more accessible to all persons.
- No barriers were identified during the Regina Office inspection. Adequate strategies and accommodations are in place to ensure a barrier free workplace.

Feedback received from employees via the company survey will be reviewed by the Accessibility Committee. At that time the committee will make recommendations to management.

E. CONCLUSION

This Progress Report to our 2024-2026 Accessibility Plan outlines the progress made to help achieve a barrier free Canada by 2040. AGT Canada is committed to doing our part to achieve this goal.