



Freshwater Fish Marketing Corporation

ACCESSIBILITY PLAN

Progress Report – December 31, 2025

*Accessible Canada Act*

## 1. Employment

1: FFMC is committed to removing and preventing barriers to recruitment, retention, and the promotion of persons with disabilities. Employees will be given access and insight on accessibility resources and information needed in completing their responsibilities.

### **Actions and progress to December 31, 2025:**

1. Benchmark against ACA standards for employment and update relevant FFMC policies, guidelines and programs as needed.

- Through consultations with subject matter experts in 2023 and 2024, FFMC identified structural, safety, and physical accessibility barriers in its processing areas and equipment.
- FFMC reviews jobs in both processing and support/office areas with an accessibility lens to ensure employees can work as safely and comfortably as possible. For example, workspaces have been modified for employees with light sensitivity, and locks have been provided on lockers for those who may struggle to read fine print.
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- FFMC also provides flexible scheduling, including personal time off and accommodations for medical needs.

2. Provide additional accessibility training for employees on topics as identified by their role. i.e., training on creating accessible documents for communications employees and training on accessible recruitment for employees.

- Where visuals are used in training, such as images and charts, FFMC ensures they are clearly described verbally or replaced with text.

## 2. Built Environment

FFMC recognizes the importance of maintaining an accessible built environment and will continue working with stakeholders to improve accessibility within its facilities. Recent initiatives include consulting with employees who experience light sensitivity and adjusting office lighting to accommodate their needs. Other enhancements include installing grip strips to improve traction and replacing traditional door handles with lever-style handles to make rooms easier to access.

### **Actions and Progress to December 31, 2025:**

#### **1. Benchmarking Against ACA Standards**

- FFMC continues to benchmark ACA standards compliance for the Built Environment at its Winnipeg and remote processing facilities.
- Over the past two years, consultations with subject matter experts have identified significant structural barriers at the Winnipeg processing facility, originally built in 1971. Within these constraints, FFMC remains committed to improving accessibility wherever it is feasible.
- Recent updates include the installation of high-contrast indicators to highlight slip and trip hazards.

#### **2. Accessibility Accommodations for Visitors**

- FFMC ensures that alternative arrangements are available in advance for individuals requiring accessibility accommodations before visiting an FFMC site.

#### **3. Structural Adjustments and Enhancements**

- **Ramps & Railings:** Proposed installation of ramps, stair grip strips, and railings to improve mobility in entryways, hallways, and staircases (timeline: 1–5 years).
- **Automated Doors:** Planning underway to automate main and high-traffic doors to better support individuals with mobility challenges (timeline: 1–5 years).

#### 4. Signage & Markings

- **Signage:** Enhanced directional and emergency exit signage, including Braille.
- **Pathways & Lighting:** Clear pathways maintained in previously cluttered areas, supported by improved lighting for better visibility
- **Floor Markings:** High-visibility pathways marked directly on the floor to guide safe movement.

#### 5. Workspaces and Equipment Design (Ongoing)

- **Workstations & Fixtures:** Adjustments such as height-modifiable desks, uncluttered workspaces, and accessible fixtures (e.g., soap dispensers and door handles).
- **Production Floor Stations:** Adjustable stools provided at label and computer stations on the production floor.
- **Break Rooms & Kitchens:** Plans to redesign these areas with lower counters and more user-friendly layouts to enhance accessibility (timeline: 1–10 years).

#### 6. Housekeeping and Maintenance

- Regular practices to address loose cords, clutter, and tripping hazards.
- Periodic review and improvement of housekeeping across departments.

#### 7. Specialized Safety Enhancements

- **Emergency Signals & Safety:** Audible and visual emergency signals, along with improved safety infrastructure in high-risk areas such as cold storage, addressing ice buildup and slippery surfaces (timeline: 1–5 years).
- **Mechanical Lifting Aids:** Equipment available to reduce physical lifting demands.
- **Personal Equipment Stations:** Clearly labelled stations for employees' personal equipment.
- **Mobility Support:** Wheelchair available for employees experiencing mobility challenges.
- **Foot Care Support:** Insoles provided to employees experiencing foot pain related to diabetes.

#### 8. Training & Awareness

- **Employee Education:** Providing training on accessibility barriers and housekeeping improvements to foster an inclusive work environment.

Status:

- **Long-Term Projects:** Many initiatives, such as structural updates, are long-term and require ongoing evaluation and resource allocation.
- **Completed Improvements:** Feasible fixes, such as removing trip hazards, have been successfully implemented.
- **Ongoing Assessment:** Further evaluations are underway to develop comprehensive, tailored solutions for key accessibility challenges.

### 3. Information and Communication Technologies (ICT)

The public interacts with FFMC through its website (<http://www.freshwaterfish.com>). FFMC employees rely on a variety of technology hardware, software systems, and communication devices in their daily work. FFMC is committed to improving the accessibility and inclusivity of its technologies, ensuring they are usable by individuals with diverse needs. As digitalization expands in the work environment, accessibility and usability considerations will remain a priority.

To enhance digital accessibility for both employees and the public, FFMC introduced a suite of free software tools addressing a range of needs, including visual, hearing, mobility, cognitive, and color-related challenges. These tools included screen readers, speech recognition programs, magnifiers, real-time captioning and transcription apps, cognitive assistance software, and color accessibility features. In addition, comprehensive accessibility platforms from Microsoft, Apple, and Ubuntu were introduced to ensure a consistent and inclusive digital experience.

#### 4. Transportation

FFMC's main processing facility is located in an area with limited public transportation, which can create accessibility barriers. The facility complies with Municipal Codes, ensuring that an appropriate number of accessible parking spaces are available for employees and visitors.

**Actions and progress to December 31, 2025:**

- While forklifts are used at Freshwater Fish, FFMC does not provide transportation services to employees nor to customers. No goals have been created for transportation.

## Consultations

### Methodology

FFMC's Accessibility Plan was developed through consultations with internal subject matter experts and ongoing engagement with persons with disabilities to ensure the Plan reflects real-world accessibility needs.

Subject matter experts at FFMC participated in focus groups and interviews. Internal stakeholders with expertise in employment practices, procurement, facilities, digital resources, communications, and the design and delivery of goods and services were consulted. Discussions focused on identifying accessibility barriers, current accommodation practices, and priorities for remediation. Insights from these consultations have been used to inform and shape this Accessibility Plan.

### ACA Review Committee

The Accessibility Plan is supported by the Manitoba League of Persons with Disabilities. The consultation group includes individuals with diverse experiences of disability and knowledge of a range of accessibility issues. Committee members self-identify with disabilities such as mobility limitations, vision impairment, learning disabilities, mental health conditions, and hearing loss.

Members were provided with an overview of FFMC functions and an advance copy of the draft Accessibility Plan. They provided feedback on the Plan's format and readability, accessibility actions outlined in the Plan, suggested timelines for actions, and potential barriers. Committee feedback continues to be incorporated into the Accessibility Plan to ensure it is comprehensive and effective.

## Conclusion:

FFMC's ongoing efforts demonstrate a strong and genuine commitment to accessibility and inclusion across every aspect of its operations. Guided by meaningful consultation with employees, experts, and individuals with lived experiences of disabilities, FFMC continues to identify and address barriers in employment, the built environment, workplace safety, and digital accessibility.

Progress achieved to date—including policy updates, accessible technologies, and planned facility enhancements such as ramps, automated doors, and improved signage—illustrates FFMC's proactive approach to creating equitable access for all.

As this work continues beyond 2025, FFMC remains dedicated to continuous improvement, collaboration, and accountability. By embedding accessibility into its culture and decision-making processes, FFMC is building a more inclusive organization where every individual can participate fully and succeed.