



SRB TECHNOLOGIES (CANADA) INC.

320-140 Boundary Road
Pembroke, Ontario, Canada, K8A 6W5
Tel.: (613) 732-0055
Fax: (613) 732-0056
E-Mail: sales@betalight.com
Web: www.srbt.com

SRBT Accessibility Plan Progress Report

Date: May 29, 2026

Prepared By: Paul Lavigne – Manager, Safety & Security

1. Accessibility Awareness Training

Action: Launch accessibility awareness training for all employees.

Status: Completed December 2025.

2. Manager Training on Disability and Accommodations

Action: Improve manager training on disability and workplace accommodations.

Status: Completed

3. Emergency Evacuation Planning

Action: Update emergency evacuation plans to include clear instructions for people with disabilities and offer Personal Emergency Evacuation Plans (PEEPs).

Status: Ongoing; PEEPs will be offered to any employee with a disability.

4. Equality Statement and Policy Updates

Action: Update the equality statement and ensure it's included in all job postings.

Status: New Disability and Accessibility Policy completed December 09, 2025.

5. Disability Disclosure Process

Action: Make it easier for prospective and current employees to disclose a disability.

Status: A voluntary Disability Disclosure Form is available as part of the Disability and Accessibility Policy. Completed December 09, 2025

6. Accessibility of Training Materials

Action: Ensure all new training materials are accessible for employees with disabilities.

Status: Ongoing. Materials will be adapted as requested to meet accessibility needs.

7. Accessible Public Documents

Action: Publish public documents in accessible formats.

Status: Ongoing. Documents will be provided in accessible formats upon request.