

GENERAL

Integrity Oilfield Hauling Ltd. has prepared our Accessibility Plan to meet the obligations under the Accessible Canada Act (ACA) and the Accessible Canada Regulations (ACR).

We are committed to building a barrier free workplace for all our employees and suppliers.

This is part of our continued growth and competitiveness as an employer in the trucking sector. We will contribute to a barrier-free Canada for everyone by building an accessibility framework that will support employees and the public we serve and to have the best experience possible with our services, products and facilities.

We know creating a barrier-free environment takes time and we are dedicated to the ongoing identification, removal and prevention of barriers.

Integrity will build on our current efforts through the development of our initial Accessibility Plan as required under the Accessible Canada Act. This Accessibility Plan will guide our organization in meeting our accessibility commitments and in building an accessibility-confident culture.

To address gaps in these areas, it is important we recognize and understand the needs of those with disabilities. This plan was developed with employees who identify as having a disability through employee 1 on 1 interviews.

INTEGRITY'S COMMITMENT TO THE ACA and ACR

Integrity knows that improving our workplace accessibility and ensuring a successful recruitment for applicants with disabilities, it will contribute to a more diverse and progressive workplace. We have reviewed our practices and procedures to identify, remove, and prevent barriers by developing complete employment procedures that support people with disabilities.

Technological and system barriers may exist for employee orientation, training and the development of programs provided by Integrity.

We have reviewed our job application process for people with disabilities who may experience barriers and we have evaluated potential alternatives.

We have reviewed our policies that pertain to accommodations for employees and candidates with disabilities. We have made plans to remove any barriers that are discovered.

We will provide training to those responsible for hiring due to some barriers that may occur in the hiring of people with disabilities.

We will review our human rights policies for improvements with respect to inclusion and accessibility.

We will provided online learning on accessibility and inclusiveness to employees.

We will review potential opportunities to establish mentorship for employees that have disabilities.

YOUR INPUT AND FEEDBACK

Integrity welcomes feedback on our Accessibility Plan from the public, employees and our shareholders. This feedback is valuable to us as it helps us break down accessibility barriers and build on our commitment to accessibility.

If you have an inquiry or feedback, please use one of the contact methods below. We will respond to all feedback in a timely manner. If you require support while providing feedback let us know and we will do our best to accommodate your needs.

Please send all inquiries to:

Contact: Brian Leptich

Contact: Bruce Bayliss

Mailing Address: PO Box 144, Carnduff, Saskatchewan, S0C0S0

Email: hr@integrityoil.ca

Phone: 306-482-3386

CONSULTATIONS

Integrity conducted in-person interviews with our employees with disabilities.

On May 7th, 2026, the parts manager/pilot driver was asked if there were any barriers in which it could hinder his progress to complete his job thoroughly? He replied that Integrity has addressed all barriers he had. Integrity purchased a new parts cart in 2025. He drives a truck with a sidestep to help him get in. Others help him put up the danger sign and lights.

On May 12th, 2026, a work was asked about returning to work after his hernia surgery and what barriers he would have. He told Integrity he couldn't lift anything heavy. He said supplying a cart to haul tools would help. Integrity will provide a wheeled cart for hauling parts and tools. Co-workers would help him carry anything heavy.

On May 19th, 2026, a driver who had knee surgery was asked how Integrity has helped him? As it was his right knee, we let him drive his semi with a help of a swamper to put his cables and chains on.

EMPLOYMENT

Barrier Identified:

- Driver injured his knee and had trouble getting in & out of the semi.

Action Toward Improvement:

- Supplied a helper to ride along with the driver to load and unload.

Barrier Identified:

- Parts manager has hip and knee dysplasia.

Action Toward Improvement:

- New cart was purchased for hauling parts.
- The younger workers haul the parts upstairs and put away on the shelves.

Barrier Identified:

- A worker had a hernia surgery and couldn't lift over 10 lbs.

Action Toward Improvement:

- Supplied a pushcart to haul parts and had workers help with his lifting.

We interviewed a total of 8 employees, 3 having disabilities. All their disabilities are mobility related.

THE BUILT ENVIRONMENT

Barrier 1: The fire and smoke alarms have no visual signals.

Action 1: We will ask our landlord to upgrade the fire and smoke alarms within 6 months.

Barrier 2: Integrity's emergency response plan needs to be updated to account for employees and visitors with disabilities.

Action 2: Update Integrity's emergency response plan to include visitors and employees with disabilities within 6 months.

INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

Barrier 3: Not all employees know how to access Integrity's information on our website.

Action 3: Within the next 3 months, we will educate everyone on how to access information on our website.

COMMUNICATION OTHER THAN ICT

Barrier 4: Integrity does not have a process to ensure alternate formats of communication are available for its employees. We will provide them in a timely manner.

Action 4: When asked, we commit to providing these alternate formats as soon as possible and within time frames listed in print, large print, braille, audio or an electronic format that's compatible with adaptive technology meant to help people with disabilities.

PROCUREMENT OF GOODS, SERVICES AND FACILITIES

Barrier 5: Our delivery policy does not take into consideration accessibility for customers or contractors with disabilities.

Action 5: Within 6 months, we will consult our customers and contractors with disabilities on accessing our facilities.

DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

Barrier 7: Currently there is no standard approach for ensuring all programs, processes and services have taken accessibility into account.

Action 7: We will train those responsible on the Accessible Canada Act and Accessible Canada Regulations on developing programs, processes and procedures in the next 6 months.

TRANSPORTATION

Barrier 8: The pilot driver with knee injury needs better access getting into pilot trucks.

Action 8: The pilot driver uses a vehicle with a sidestep for easier access.

Barrier 9: Integrity has challenges when driving from dusk to dawn and nighttime driving.

Action 9: Drivers can leave at a different time or take a different route to avoid the direct sunlight.

CONCLUSION

To align with Integrity's commitment to make our workplace environment accessible to all, we have developed our Accessibility Plan in consultation with our employees, including those with disabilities.

We will monitor our progress to ensure we meet our accessibility goals and removing any barriers we have identified within their timeframe.

We encourage everyone's feedback either verbally, by phone, email hr@integrityoil.ca or by mail at P.O. Box 144, Carnduff, Sk., S0C0S0.

We will publish our progress reports of our accessibility plan.

We will continue to interview employees with disabilities and any working groups that have been developed as part of this Accessibility Plan. We will monitor our progress to ensure that all the changes we've set out to accomplish.