



Accessibility Plan Progress Report

Due Date: June 1, 2025

This progress report outlines the steps taken by FluidPRO Oilfield Services Ltd. to implement and support our commitments under the Accessible Canada Act (ACA). As of 2025, we have formally published our Accessibility Plan and Feedback Process, ahead of the previously scheduled 2026 deadline set out.

This report summarizes the actions we've taken, the progress made, and our ongoing commitments to fostering an inclusive and accessible environment within the scope of our operations.

1. Implementation of the Initial Accessibility Plan

FluidPRO has completed and published its first Accessibility Plan, which includes a comprehensive assessment of our facilities, employment practices, service animal policy, feedback mechanism, and more. This plan reflects our current understanding of accessibility barriers relevant to our industry and outlines practical steps for improvement.

2. Actions Taken to Date

- Published our first Accessibility Plan publicly and made it available in alternative formats upon request
- Launched a formal process for receiving accessibility feedback via email, phone, and mail
- Conducted a full review of our facilities, confirming that all locations—except for one second-floor office space—are barrier-free at ground level
- Reaffirmed and documented our inclusive service animal policy (HR-POL-019)
- Ensured that administrative onboarding materials, delivered via our online platform, are accessible to employees working at ground-level office locations

3. Future Commitments

FluidPRO remains on track to meet full ACA compliance by June 1, 2026. Between now and then, we will:

- Continue consulting internally and reviewing any accessibility feedback received.
- Improve our web accessibility and ensure alternate formats are available upon request.
- Publish a second Progress Report by June 1, 2027

4. Accessibility Feedback

Feedback about accessibility at FluidPRO can be submitted to info@fluidpro.ca with the subject line 'Accessibility Feedback', by phone at 780-533-3368, or in writing to our head office. Feedback may be submitted anonymously, and responses will be provided when contact information is available.