	FluidPRO Oilfield Services Ltd.		Doc No:	HR-POL-033
			Initial Issue Date	2025-05-01
			Revision Date:	2025-05-01
ACCESSIBILITY PLAN			Revision No.	
			Next Revision Date:	2026-05-01
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1. Introduction

FluidPRO Oilfield Services Ltd. is committed to fostering an inclusive and accessible environment in accordance with the Accessible Canada Act (ACA). As a specialized trucking and oilfield service company, we are taking proactive steps to identify, remove, and prevent barriers to accessibility where feasible, while ensuring that operational safety and effectiveness are maintained.

2. General Accessibility Statement

FluidPRO Oilfield Services Ltd. is committed to fostering an inclusive and respectful environment that supports access for all. Our workforce includes a wide range of roles—from field operators and truck drivers to administrative and support staff. Many of our field-based positions involve physically demanding work in dynamic and safety-sensitive environments, such as operating heavy equipment, performing pre-trip inspections, or working in remote locations under varying weather conditions.

We acknowledge that certain inherent physical requirements are essential for these operational roles. However, we are committed to identifying and removing barriers wherever possible, particularly in office-based settings and public interactions—so that everyone who engages with FluidPRO can do so in a respectful and accessible manner.

3. Facilities Accessibility


FluidPRO is proud to offer accessible facilities that are designed to support ease of access for employees, visitors, and clients alike.

- **Whitecourt and Fort St. John:** Both of these locations are fully accessible, with flat, ground-level entrances and barrier-free washrooms. There are no curbs or stairs at entry points, allowing seamless access from the parking lot directly into the building.
- **Head Office Clairmont:** Our head office features a second floor that is currently not served by an elevator. To ensure accessibility, we accommodate all meetings and guest visits on the main floor, which includes an accessible boardroom and washroom facilities. We are committed to offering alternate meeting formats, such as video conferencing or main-floor arrangements, to meet the needs of all individuals.

Across all locations, accessible parking is available, and we continuously evaluate our spaces to ensure they remain safe, practical, and welcoming for everyone.

4. Employment

FluidPRO is committed to fair and inclusive employment practices that reflect the diversity of our workforce. While many of our roles—such as truck driving and field

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operations—have physical requirements due to the safety-critical nature of the work, we remain dedicated to removing barriers in all aspects of employment where possible.

In our recruitment, onboarding, and administrative functions, we:

- Consider reasonable accommodation for candidates and employees in office-based roles.
- Offer alternative formats and communication methods, upon request, for administrative and office-related processes.
- Ensure that job postings, interviews, and internal communications for non-operational roles are as inclusive and accessible as reasonably practicable.

We continue to review our employment practices to ensure we support equal opportunity wherever operationally feasible.

5. Feedback Process

FluidPRO welcomes feedback related to the accessibility of our **facilities**. We are committed to addressing concerns in a timely and respectful manner and using this input to guide improvements where feasible.


Feedback can be submitted in the following ways:

- **Email:** Send comments or concerns to info@fluidpro.ca. Please include “Accessibility Feedback” in the subject line to help us direct your message appropriately.
- **Phone:** Contact our head office at 780-533-33368 and ask to speak with the Accessibility Coordinator.
- **Mail or In-Person:** Written feedback can be dropped off or mailed to:
FluidPRO Oilfield Services Ltd.
ATTN: Accessibility Coordinator
9701 99 Street, Clairmont AB T8X 5A8

Feedback may be submitted anonymously. If contact information is provided, we will acknowledge receipt within 10 business days and follow up when appropriate.

6. Service Animals

FluidPRO supports the use of service animals as part of our commitment to creating an inclusive and respectful environment. In alignment with our company policy (**HR-POL-019 PET POLICY**), service animals are permitted in all office spaces and company vehicles when required to assist individuals with disabilities.

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This includes dogs and other approved animals that are trained to provide necessary support. Employees and visitors accompanied by service animals are welcome at our facilities and will be accommodated in accordance with applicable laws and our internal guidelines.

7. Procurement:

FluidPRO considers diverse needs when selecting products and services. For example:

- Office equipment is chosen with flexibility in mind, such as adjustable furniture and ergonomic tools.
- When purchasing software or digital tools, we prioritize options that are compatible with different devices and user needs.
- We aim to work with vendors who incorporate inclusive design and accessibility into their offerings.

8.Communication:

- Information is shared in a way that's clear, easy to understand, and available in alternative formats upon request.
- Whether online, in writing, over the phone, or in person, we strive to ensure communication is respectful, flexible, and responsive to individual preferences.
- Our website is being improved to meet recognized standards for accessible design, so it works well for everyone.

9. Emergency Procedures


FluidPRO takes the safety of all individuals seriously, including those who may require additional assistance during an emergency.

In the event of an emergency, our procedures include assigning a team member to assist any employee, guest, or visitor with a disability who may require support evacuating the premises. Visitors are always accompanied by staff while on site, ensuring that assistance is readily available if needed.

Our emergency response plans are reviewed regularly, and any required accommodation for individuals with disabilities is considered on a case-by-case basis to ensure their safety.

10. Plan Review and Updates

This Accessibility Plan will be reviewed and updated every three years, in accordance with the Accessible Canada Act. FluidPRO will also publish annual progress reports to track actions taken and progress made on removing and preventing barriers identified in this plan.

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We will review feedback received through our accessibility feedback process and use it to inform both our progress reports and future versions of this plan.

11. Conclusion

FluidPRO is committed to fostering an environment that is respectful, safe, and as inclusive as reasonably possible within the context of our operations. We recognize that accessibility is an ongoing process, and we are prepared to make thoughtful improvements where barriers exist—particularly in our facilities and administrative processes.

We have reviewed and updated our accessibility practices to reflect our unique business model and operational environment. While the nature of our work includes inherent physical demands and safety standards, we remain committed to identifying and addressing accessibility needs wherever practicable.

This plan reflects FluidPRO's current understanding of accessibility within our facilities and office operations. It will be reviewed and updated regularly to ensure we continue to meet our obligations under the Accessible Canada Act and respond to evolving needs.

12. Consultation

This plan was developed based on an internal review of our operations and accessibility practices. FluidPRO acknowledges the importance of engaging people with disabilities and plans to include targeted consultations and feedback opportunities as part of future accessibility reviews and progress reporting.

Note: FluidPRO does not operate in a sector regulated for public service delivery or passenger transportation under the ACA. Therefore, the areas of “programs and services” and “transportation” are not applicable to this plan.