

Progress Report #3
Updated July 2, 2026

General

This Progress Report is made pursuant to sections 69 (1) and 71 of the *Accessible Canada Act* and explains the Company's progress made toward the objectives set out in its Initial Accessibility Plan and subsequent progress updates. If you would like to receive a copy of our feedback process description, give feedback or if you wish to receive a copy of the Company's Accessibility Plan in an alternative format, you may contact the Manager, Health and Safety using one of the following methods:

By telephone: (902) 835-3381
By email: accessibility@municipalgroup.ca
By mail: 927 Rocky Lake Drive, Bedford NS B4A 3Z2

Employment

Description	Status	Anticipated Timeline
Identification of barriers with respect to job postings and job application/hiring processes.	Complete - No barriers identified.	Complete
Virtual meeting options for employees who benefit from mobility, visual or hearing accommodations.	Complete – Virtual meeting options available.	Complete
Plain language and inclusive Company communications.	Complete – No barriers identified.	Complete

Built Environment

Description	Status	Anticipated Timeline
Identification of barriers with respect to building access and configuration. No barriers identified.	Complete	Complete

Information and Communication Technologies

Description	Status	Anticipated Timeline
Implementation of closed captioning, transcription and/or other assistive technologies for virtual meetings.	Complete - Closed captioning and transcription assistive technologies are available.	Complete

Communication other than Information and Communication Technologies

Description	Status	Anticipated Timeline
Identification of opportunities to improve the use of plain language communication in Company communications with employees and the public.	Ongoing	Ongoing

Design and Delivery of Programs and Services

Description	Status	Anticipated Timeline
Review of Company website to ensure compliance with Web Content Accessibility Guidelines (WCAG).	Ongoing	2027
Identification and implementation of closed captioning and other assistive technologies in the delivery of training content.	Ongoing	2030

Procurement of Goods, Services and Facilities

Description	Status	Anticipated Timeline
Identification of opportunities to foster inclusivity in the procurement of goods, services and facilities.	Ongoing	Ongoing

Transportation

Description	Status	Anticipated Timeline
Identification of barriers with respect to the availability of public transportation.	Complete	The availability of public transportation has been incorporated into the Company's planning process for future facilities.
Identification of opportunities to incorporate driver assistance features on new Company vehicles and equipment.	Complete	2030

Consultation

The Company regularly engages in ongoing consultation with persons with disabilities to support our identification of barriers in our workplaces, through our Joint Occupational Health and Safety Committees as well as through feedback received from the public. This consultation process includes an opportunity for those who self-identify as a person with a disability to provide input in verbally, in writing, or through other means if preferred. Any feedback received through this consultation process has been considered in the preparation of this Progress Report.

Feedback

The Company receives feedback through its consultation process described above, as well as through informal interactions. To date, no feedback has been received from the public. Feedback received to date has been used to implement the assistive technologies described in this progress report, and supports the Company's ongoing efforts to prevent new barriers with respect to employment, in the built environment, in the use of information and communication technologies, the design and delivery of programs and services, the procurement of goods, services and facilities, and with respect to transportation.