



# Accessibility Progress Report

## June 1 2025



## GENERAL

Polymer Distribution Inc [**PDI**] is committed to building a culture of inclusivity and accessibility, and will continually make efforts to develop and implement a program for the identification, removal, and prevention of barriers for people with disabilities.

PDI has prepared this progress report on our Accessibility Plan in accordance with the requirements of the Accessible Canada Act (ACA) and the Accessible Canada Regulations (ACR).

## FEEDBACK

PDI welcomes feedback on the Company's Accessibility Plan. Feedback is valuable as it helps us break down accessibility barriers and build on our commitment to accessibility and inclusion.

To date PDI has not received any feedback on our Accessibility Plan.

Future feedback will be replied to in the same manner in which it is received; small or large print within 15 days, audio format within 45 days.

Contact: Human Resources Manager  
Mail: 256 Victoria Road South, Guelph ON N1E 5R1  
Telephone: 519-837-4535  
Email: [hr@pdibulk.com](mailto:hr@pdibulk.com)  
Web: [www.pdibulk.com](http://www.pdibulk.com)

## CONSULTATIONS

In the preparation of our organization's Accessibility Plan Progress Report, PDI consulted with employees and other persons with disabilities via in-person, virtual meetings, surveys, roundtable discussions, and one on one interviews.

Persons with disabilities offered a unique and valuable perspective in helping to promote our goal of eliminating any barriers that prevent their full participation in the workplace and the community we serve.

External organizations were consulted in the development of our program to identify barriers then formulate actions to address them.



# Accessibility Progress Report

## June 1 2025



## AREAS IN [section 5 of the Accessible Canada Act \(ACA\)](#)

### **Employment:**

PDI will continue to provide access to employment opportunities and accessible workspaces and offer training upon orientation in a way which suits the individual.

Accommodation of persons with disabilities during the recruitment and assessment process are managed on a case-by-case basis.

Ensuring accessibility needs of employees with disabilities are considered during performance management, career development and redeployment processes.

### **Built Environment:**

PDI recognizes the importance of an accessible built environment so will continue to ensure persons move freely around our buildings and public spaces.

New construction or redevelopment of existing buildings will be improved for accessibility compliance and will be a core consideration in the development of these plans.

### **Information and Communication Technologies:**

PDI will continue to evaluate and upgrade digital content and technologies to the WCAG standards for ease of use.

### **Communications:**

PDI will provide barrier-free services and spaces for persons with communication disabilities and present information in a manner which meets the needs of the individual.

This includes ensuring that our communications are written in plain language.

We welcome support persons and animals to assist those who rely on them.

### **Procurement:**

PDI is updating procurement templates to ensure they include accessible goods, services, and facilities from our vendors.



# Accessibility Progress Report

## June 1 2025



### **Service Design and Delivery:**

Consideration is given to accessibility when creating new programs and services as part of the planning process.

When commencing a project with an external contractor, questions are asked about accessibility feature options.

### **Transportation:**

As part of the transportation and logistics industry we are committed to meeting accessibility requirements when using our vehicles to transport goods.

PDI works toward a barrier-free federal transportation network.

### **CONCLUSION**

PDI will continue to survey employees, including those with disabilities, to measure progress with our Accessibility Plan and ensure that PDI realizes the changes it has set out to achieve.

PDI will monitor feedback to include in our next progress report, following which a new Accessibility Plan will be published in 2026.

Alternate formats of this Accessibility Progress Report are available upon request.

Please contact PDI for more information and support:

Polymer Distribution Inc  
256 Victoria Road South  
Guelph ON N1E 5R1  
519-837-4535  
[hr@pdibulk.com](mailto:hr@pdibulk.com)  
[www.pdibulk.com](http://www.pdibulk.com)