Cargill Limited 2025 Accessibility Progress Report

Overview

At Cargill Limited ("Cargill"), our commitment to accessibility is rooted in our Guiding Principles and values. Cargill will make every reasonable effort to ensure that its policies, practices, and procedures are consistent with the principles of dignity, independence, integration, and equal opportunity and reflect the following objectives:

- Allowing everyone to be able to participate fully and equally.

- Allowing everyone to have the same opportunity.

- Ensuring policies, programs, services, and structures take into account the disabilities of persons, and the different ways that persons interact with their environments.

- Consulting with persons with disabilities and considering their input when developing and designing policies, programs, services, and structures.

- Providing reasonable accommodations; and

- Considering individual needs.

Cargill recognizes Diversity, Equity, and Inclusion is a core pillar in our People Strategy and understands the work is never done. The commitment to DEI continues to get stronger as Cargill aspires to do more and reach higher ground. The accessibility plan developed in 2023 builds on this inclusive mindset and practices. This report provides an update on the progress we have made so far.

General

Cargill Limited
Address: 300-240 Graham Ave, Winnipeg, MB, R3C 0J7
Phone: 204-947-0141

Feedback Contact

To provide feedback on the accessibility plan and any barriers you may encounter, please contact:
Position: Regional Employee Relations Sr. Specialist

Mail: Cargill Limited c/o Regional ER Sr. Specialist, PO Box 5900, Winnipeg, MB, R3C 4C5
Phone: 204-947-0141
Email: canada_corporate_secretary@cargill.com

1.0 Employment

1.1 Barrier: Updated Information regarding our workforce is required

Objectives	Actions
Increase the percentage of employees who have completed the Employment Equity self-identification process to 100% of new hires	• Audit self-identification form collection process • Confirm self-identification process for production employees • Create and deploy training on process of submitting forms for newly hired production employees
Increase the Percentage of Employees who have completed the Employment Equity self-identification process to 90% of current employees.	• Partner with Portal team to create a link in MyHR on the Employment Equity page for employees to self-identify at any time – Currently in progress • Communicate MyHR update and encourage employees to self-id by creating a training and email on self-identifying. Send reminder annually

Status – In-Progress
- The electronic self-id form will be completely implemented and available through the MyHR Portal, ready for use in June 2025 with the continued support from Employee Relations.
- Training for the process of submitting the forms will be deployed in Summer 2025.

1.2 Barrier: More diverse talent recruiting resources are required

Objectives	Actions
Identify and leverage 2 new resources focused on diverse talent (Job search sites and external recruitment agencies)	• Research available recruiting resources and select the best fit for Cargill

Status – Complete*
- The Talent Acquisition team connected with an employment solutions service provider to learn about organically generating a recruitment channel of diverse candidates.
- The Talent Acquisition team shares Cargill job postings to diverse job boards through a custom export feed created by a third party.

*Please note that these efforts are ongoing and/occur on an annual basis.

1.3 Barrier: Increased Awareness of Cargill Accommodation policies and practices is necessary

Objectives	Actions
Provide employees with a clear and consistent approach to accommodations in the workplace	• Review and improve processes and resources for employees seeking accommodations • Update the Accommodation Policy • Develop and implement training regarding the updated accommodation policy, including roles and responsibilities

Status – Complete*
- Updated Accommodation Policy and Procedure rolled out to all HR teams across Canada
- Continue to raise awareness of the company policy and procedure through postings and annual trainings.*

*Please note that these efforts are ongoing and/occur on an annual basis.

1.4 Barrier: Increased awareness and knowledge regarding disabilities is necessary

Objectives	Actions
Create awareness, de-stigmatization and understanding of mental, physical, visible, and non-visible disabilities for all employees	• Create awareness campaign on internal training and resources, example Disability Allyship training

Status – Complete*
- The Cargill Ability Network ("iCAN") Business Resource Group ("BRG") supports Cargill's efforts in creating and maintaining an inclusive workplace where people of all abilities can be empowered to achieve high performance and drive business results. This business resources group (BRG) is responsible for an allyship program as well as partnering with the Global Diversity, Equity and Inclusion ("DEI") team for commemorative events and awareness campaigns. The commemorative events hosted by this team include:
  - April 2nd is World Autism Awareness Day *
  - May is Mental Health Month*
  - July is Disability Pride Month*
  - October 10th is the World Mental Health Day*
  - December 3rd is the International Day of Persons with Disabilities*
- The iCAN BRG also hosted learning sessions each week in the month of July to drive awareness for non-visible disabilities. * The topics included.
  - what is a disability.
  - autism education.
  - dyslexia awareness; and
  - an overview of learning disabilities like ADD and ADHD.
- Cargill's iCAN BRG Leadership and DEI Leadership Teams attend the Disability: IN Conference where we gather ideas from other companies and vendors around the world to help bring back ideas for improvement in our accessibility and accommodation spaces. *

*Please note these activities are conducted on an annual basis

2.0 The Built Environment

2.1 Barrier: Building access, navigation, and workstations

Objectives	Actions
Ensure accessibility in newly constructed buildings and facilities	• Follow Accessible Canada Act Standards for Accessible Design and applicable national building codes • When applicable, consult with persons with disabilities to identify and incorporate in the design of new buildings and facilities additional accessibility features
Ensure accessibility in existing Facilities (Offices, Production Facilities, Warehouses, Parking and Green Spaces, etc.)	• Assess existing facilities to identify accessibility gaps. • Identify architectural barriers in the existing buildings that could be easily removed without much difficulty or expense • Develop a plan to address accessibility issues that cannot be addressed through building retrofits or alterations • When facilities' alterations, renovations, expansions, and other changes are planned, the Accessibility Canada Act and the relevant building codes will act as the guiding design input

Status - In Progress
- The regional operations leads for the facilities across Canada acknowledged the need, and committed to ensuring all facilities follow Accessible Canada Act Standards for Accessible Design and applicable national building codes.
- An accessibility assessment was developed based on consultation with the ACA, the National Standard of Canada for Accessible Design for the Built Environment (CSA/ASC B651:23), and other federal documents and guides. One section of the assessment was dedicated to gathering insight from persons with disabilities to help identify and incorporate accessibility solutions in the design of new buildings and facilities.
- The assessment was sent to all facilities and reviewed to identify accessibility gaps.
- Through the assessment, facilities were guided to describe the condition of the accessibility of the following categories:
    1. parking lots
    2. exterior mobility
    3. interior mobility
    4. doorways
    5. interior furniture
    6. washrooms and changerooms
    7. emergency and safety plans

- The assessment identified both the new builds, and scheduled retrofits planned within the next 3 years. The Accessibility plan will be updated with the new action items resulting from the assessment.

3.0 Information and Communication Technologies (ICT)

3.1 Barrier: Digital tools, platforms, and software

Objectives	Actions
Create awareness to existing accessibility tools and technologies available in Cargill	• Provide education through channels such as email, recorded training, or lunch & learns explaining accessibility features of technology available to employees. This may include topics such the use of closed captioning in Teams; making Teams available on cellular phones; terms and definitions, etc.
Ensure accessibility tools are available at all locations	• Introduce the role of a Plant Champion across sites in Canada. These IT resources will routinely visit sites and will have a good knowledge of the technology needs and can recommend changes to improve network access and other technologies that can improve accessibility. • Improve the access to the internet at Cargill locations by bringing in higher bandwidth connectivity where available.
Ensure the new software selection process includes accessibility features as a key factor	• Review the selection process for new software and incorporate accessibility features as a factor if it is not included already.

Status – Complete*
- Cargill continues to provide software updates as they are available for the following tools:
    - Microsoft Teams Live Captioning
    - Speaksee® AutoCaption software
    - Dictate in Microsoft 365
    - Dragon Naturally Speaking Professional
    - Jaws Pro (Windows)
    - Voice Over (Apple devices)
- Established the role of a Plant Champion at Canadian sites in Fiscal Year 2025. These dedicated IT professionals will make regular site visits, possess a strong understanding of local technology requirements, and provide informed recommendations to enhance network connectivity and implement technologies that improve overall accessibility.
- Network upgrades or secondary circuits have been completed across all planned locations
- Reviewing the selection process for new software to incorporate accessibility features is now a standard practice as part of RFP/RFQ for new software requests*

*Please note these activities are conducted on an annual basis

3.2 Barrier: External websites and intranet

Objectives	Actions
Ensure Customer facing websites as well as the Cargill intranet meet the WCAG 2.0 Level A-AA Standard	• Review all internal and external web pages related to Cargill Limited to ensure the accessibility standards are met and update if required.

Status - Complete
- Several Cargill external websites have been reviewed and designed for WCAG AA Standards. Includes but is not limited to Cargill.ca and Cargillag.com. Sites contain high contrast colors, text labels on images and cc for videos.
- Any new site development or updates to sites follow WCAG AA standards. *

*Please note these activities are conducted on an annual basis

4.0 Communication, other than ICT

4.1 Barrier: Consistent process to ensure alternate formats of communication

Objectives	Actions

Develop process to ensure alternate formats of communication may be provided upon request	• Identify and procure service providers to create alternate formats when needed.
	• Provide these alternate formats as soon as possible and within the time frames listed in the Accessible Canada Regulations:
	   • Print
	   • Large print
	   • Braille
	   • Audio format
	   • An electronic format that's compatible with adaptive technology meant to help people with disabilities

Status – Complete
- Global IT has created a process for employees to request documents in large print or braille formats, as well as the installation of software including but not limited to talk to text and read out loud.

4.2 Barrier: Plain and concise language used in communication material

Objectives	Actions
Ensure readability when creating communication documents and emails	- Use plain and concise language on signs and posters and emails to ensure readability - Add more visuals, example pictures, emojis and icons, to portray messaging - Create a library of Cargill acronyms

Status – Complete
- This was completed in 2024.

4.3 Barrier: Availability of accessible tools

Objectives	Actions
Ensure employees are provided the tools necessary to participate fully in both in-person and virtual meetings.	- Identify sign language interpreter resources - Promote use of closed captioning, including translations, for virtual meetings

Status – Complete
- Closed captioning ("CC") is now available through Microsoft Teams software.
- Cargill's Global translations Services piloted the translation vendor Acolad at 5 locations across North America with phone, video, and American Sign Language interpreting services. We now have Acolad in all locations across in North America.

5.0 The Procurement of Goods, Services and Facilities

5.1 Barrier: Accessibility to be considered in Procurement policies and procedures

Objectives	Actions
Ensure accessibility requirements are incorporated into procurement policies and procedures	- Review existing procurement policies and procedures for accessibility requirements and update if necessary - Review internal procurement processes to identify barriers with suppliers of services and goods

Status - Complete
- Cargill's Supplier Central SharePoint site provides information for employees and suppliers on Supplier Diversity. This includes:
    - Messages from Leaders within Cargill describing how supplier diversity helps our business grow.
    - Definitions and contacts.
    - Who qualifies as a Diverse Supplier.
    - Supplier Diversity Facts.
    - Partner Stories.
    - FAQ's and
    - A registration portal to register as a Diverse Supplier

6.0 The Design and Delivery of Programs and Services

6.1 Barrier: Standard approach to ensure accessibility in programs, processes, and services

Objectives	Actions
Ensure all programs, processes and services have taken accessibility into account.	Provide training on the Accessible Canada Act and Accessible Canada Regulations for those whose role is to develop programs, processes, and procedures

Status - In Progress
- Training on the Accessible Canada Act and Accessible Canada Regulations is in the development phase. Will be distributed in Fiscal Year 25/26

6.2 Barrier: Clarity on the accessible tools or services available

Objectives	Actions
Determine tools and services available to support the accessibility of our workplace	- Research existing accessibility tools and services for employees - Create an awareness campaign highlighted existing tools and services - Research new tools to support persons with disabilities and others who experience barriers in the workplace

Status - Complete
- The Cargill DEI team is worked in partnership with IT to research and better understand what tools are needed for our wired employees with disabilities.
- An Accessibility SharePoint page was created by the IT team. They continue to add to and update the tools available. * This site is advertised through our intranet and amplified by our iCAN BRG as a continued resources for wired employees.
- The iCAN BRG in partnership with the DEI team is working to create events, webinars, and awareness for Disability Awareness Month in July. During these events, we will be seeking feedback from our BRG members, leveraging our Ally network, and gathering information on how we can continue to improve the tools and services. *

*Please note these activities are conducted on an annual basis

Cargill does not coordinate a transportation system, or a fleet of transportation vehicles as defined in the Accessible Canada Act. This means that standards for transportation are not in the scope of this plan.

Consultations

Internal consultations were conducted In May 2025, through an anonymous online questionnaire that could be accessed via an email link for professional employees or a QR code for production employees. The questionnaire was created in consultation with the Canadian Chapter of the iCAN BRG and asked employees to provide recommendations or suggestions on how to make Cargill more accessible in the following areas.

- Employment Processes
- The Built Environment
- Information and Communication Technologies
- Communication, other than IT
- Procurement of Goods, Services, and Facilities
- Programs and Services
- Transportation

The questionnaire provided an overview of the Accessible Canada Act, definitions, and examples of the 7 areas, how to contact MyHR and the Ethics Open Line, and information on how to become a member of the iCAN BRG. Survey responses were anonymous, but employees could provide their contact information if desired. The questionnaire was provided to all federally regulated employees, that resulted in approximately 49 responses, which are outlined below.

What we Heard

Employment
37 respondents reported or identified barriers. Comments included:

- Training programs are not offered in an equitable way.
- Ensure systems used throughout the hiring process are user and language friendly.
- Leverage AI for the interview process to assist in eliminating barriers

Built Environment

40 respondents reported or identified barriers. Comments included:

- Gravel parking lots make it difficult for someone with mobility issues.
- Ensure there is the ability to access all areas of the location.
- Offer quiet spaces for individuals to concentrate on tasks.

Information and Communication Technologies

35 respondents reported or identified barriers. Comments included:

- More accessible software programs.
- Using described pictures for the visually impaired.
- Additional computer terminals to access for front line workers.
- Additional Language options

Communication, other than IT

34 respondents reported or identified barriers. Comments included:

- Use simple and concise language.
- Offer communications in multiple languages.
- Provide sign language interpreters.

Procurement of Goods, Services, and Facilities

31 respondents reported or identified barriers. Comments included:

- Ensure off site venues are accessible.
- Have a mixture of in office and out of office events to ensure equitable participation.

Programs and Services

31 respondents reported or identified barriers. Comments included:

- More communication on what programs and services are available to employees.
- Provide programs and service information in paper form.
- Provide access to assistance for help understanding programs, services, policies, and complete documentation associated with such.

Transportation

Cargill does not coordinate a transportation system, or a fleet of transportation vehicles as defined in the Accessible Canada Act. This means that standards for transportation are not in the scope of this plan.

Demographics

Do you self-identify with any of the definitions above, your answer will be kept anonymous and will be used for statistical purposes only?

● Yes		8
● No		35
● I do not wish to answer		6

12% 16%

71%
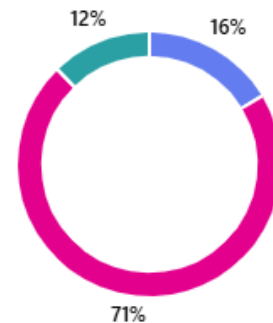
Feedback Mechanisms

There are several feedback mechanisms Cargill employees and customers may access to report concerns, ask a question, or provide feedback.

MyHR

Cargill provides employees an online MyHR Portal and toll-free phone number to ask a question or report a concern including, but not limited to, Workforce Concerns, Learning & Development, and My Performance & Talent. All workforce concerns received through the MyHR Portal are routed to Employee Relations Specialists who are trained on Cargill's applicable policies and investigation guidelines.

The MyHR portal also includes a page titled Raising Workforce Concerns. This is where employees can learn about types of workforce concerns and how to report a concern. The Raising Workforce Concerns page includes a reminder of Cargill's non-retaliation policy: "*Cargill will not tolerate retaliation or the threat of retaliation against anyone who, in good faith, raises a concern or participates in an investigation.*"

Ethics Open Line

To bring concerns to Cargill's attention, employees, customers and other third parties can submit an online form on the publicly available Ethics Open Line Portal or call a related toll-free number. All Ethics Open Line complaints are routed to Cargill's Corporate Ethics and Compliance group. Individuals using the Ethics Open Line system can choose to remain anonymous and still receive a response from Cargill.

Contact Us

Cargill.ca provides employees, customers, and other third parties the opportunity to submit questions, concerns, and feedback through an online form