



Accessibility Plan

Bunge Canada Inc

2026 - 2029



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Section 1: General

1.1 About Bunge

Bunge is a global leader in oilseed processing and a major producer of plant-based oils, fats and proteins. Our products are used in everyday items like animal feed, cooking oils and flours, bakery and confectionery products, dairy alternatives, plant-based meats and infant nutrition. We also support renewable energy solutions using our crop infrastructure.

Our global network of facilities spans six continents and includes grain elevators, oilseed processing plants and port terminals. In Canada, Bunge is the national leader in oilseed processing, and a leading marketer and handler of grains, oilseeds and pulses. We take great pride in partnering with farmers in Canada, and the US to connect them to markets in 70 countries.

Bunge's Canadian business is headquartered in Regina, Saskatchewan, with industry-leading marketing, facilities, logistics and processing capabilities, including a large global network of marketing offices in over 40 countries.

1.2 Our commitment to accessibility

Bunge is committed to helping make Canada barrier-free by 2040. We take our responsibilities to Canadians seriously, and this includes those with disabilities. We're committed to becoming more accessible because we take pride in helping farmers deliver essential food, feed and fuel, acting as an important link between them and our end use customers in Canada and 70 countries worldwide. For these reasons, we are committed to identifying and removing accessibility barriers in our workplace to improve our ability to serve our industry.






1.3 Feedback

Bunge welcomes feedback from employees, customers and members of the public about accessibility at Bunge and about this plan. We are committed to reviewing this feedback and taking steps to address barriers that are identified.

Employees, customers and members of the public can provide feedback on the barriers experienced when interacting with Bunge or feedback that will help to inform work outlined in our Accessibility Plan.

All feedback will be considered as part of the continuous improvement of our accessibility. Some feedback may be addressed right away, and some may be addressed in the development of our future accessibility plans. The feedback we receive and how we address it will be included in our progress reports.

All feedback submitted through the feedback form is anonymous unless the individual wishes to receive a response from Bunge. In that case, we will require a name and contact information. The feedback provided won't be associated with names and will only be shared with those Bunge employees directly involved in furthering our accessibility efforts or responding to specific requests. We therefore encourage feedback to be as detailed as possible.

How to provide feedback	Contact Information
<p>Contact Person</p> 	<p>Director, Inclusion & Belonging</p>
<p>Mail</p> 	<p>ATTN: Human Resources</p> <p>Bunge Canada</p> <p>2625 Victoria Avenue</p> <p>Regina, SK</p> <p>Canada, S4T 7T9</p>
<p>Telephone</p> 	<p>1-314.343.8988</p>
<p>Email</p> 	<p>Inclusion.council@bunge.com</p>
<p>Website Feedback Form</p> 	<p>https://www.viterra.ca/en/Contact-Us-YOM</p>

1.4 Alternative Formats

To request a copy of Bunge’s Accessibility Plan in an alternate format, please contact us at:

Contact Method	Contact Information
<p>Telephone</p> 	1.866.569.4411
<p>Email</p> 	human.resources.canada@bunge.com
<p>Website</p> 	https://www.viterra.ca/en/Contact-Us-YOM

The following formats are available upon request within the timeframes indicated:

- Print – 15 days
- Large print – 15 days
- Braille – 45 days
- Audio – 45 days

1.5 Definitions

The following definitions apply throughout this report:

Accessibility: The design of products, devices, services, environments, technologies, policies and rules in a way that allows all people, including people with a variety of disabilities, to access them.

Accessible Canada Act (ACA): A legislation that came into force on July 11, 2019. The legislation was enacted with the goal of removing barriers and achieving accessibility within areas of federal jurisdiction on, or prior to, January 1, 2040.

Accommodation: Means steps to eliminate barriers and disadvantages against a specific employee or job applicant on a temporary or permanent basis. It may involve making changes to the workplace or the employee's working conditions in a way that ensures the employee is not unfairly excluded based upon a protected characteristic or prohibited ground of discrimination.

Barrier: Anything that might hinder people with disabilities' full and equal participation. Barriers can be architectural, technological, attitudinal, based on information or communications, or can be the result of a policy or procedure.

Disability: Any impairment or difference in physical, mental, intellectual, cognitive, learning or communication ability. Disabilities can be permanent, temporary or can change over time.

1.6 Global accessibility initiatives

Bunge is taking steps to advance accessibility across our global organization. As part of this work, we will participate in the Disability Index through Disability:IN, which evaluates policies and practices across nine categories. Through this assessment, Canada and six additional countries will receive a scorecard and recommendations to help strengthen disability inclusion.

These results will help us identify additional accessibility barriers in Canada and inform future accessibility plans.

Actions:

1.

- In 2026, we will complete the Disability Index through the organization Disability:IN to receive an accessibility scorecard for Canada.

2.

- In 2026, we will work with the Disability:IN consultant to determine what accessibility areas need actioning to improve our future scorecard results.

Section 2: Areas Described Under Section 5 of the *Accessible Canada Act* (Act)

2.1 Employment

Over 1,600 people work at Bunge Canada Inc. Some of our employees identify as having a disability, while more probably have disabilities they haven't self-identified to Bunge. Some employees communicated they would like to see an increase in knowledge about disability to reduce stigma, and we've included this feedback in our goals.

We will continue to improve accessibility so that all our employees can work without barriers. This includes improving training and providing employees with resources and knowledge about disability and accessibility.

Equitable and Inclusive Workplace

Actions:

- | | |
|----|--|
| 3. | <ul style="list-style-type: none"> After transitioning to the new human resources information system in 2026, we will ensure employees can confidentially self-identify as a person with a disability. |
| 4. | <ul style="list-style-type: none"> In 2026, when integrating with Bunge programs and policies, we will ensure we continue to have a clear accommodation policy that includes clear instructions on how to request an accommodation. |
| 5. | <ul style="list-style-type: none"> Beginning in 2027, internal surveys and questionnaires to employees seeking feedback about Bunge events will include questions about accessibility. |

Manager Development

Actions:

- 6.
 - Beginning in 2027, we will begin training managers to make sure they:
 - Have a general understanding of disability.
 - Understand the purpose of accommodations.
 - Know how to appropriately receive and handle requests for accommodation.

Employee Development

Actions:

- 7.
 - As we adopt an integrated inclusion & belonging communications strategy, we will ensure that resources on disability inclusion and accessibility in the workplace are continued to be shared with employees on an ongoing basis.

Recruitment

Actions:

- 8.
 - When transitioning to the global applicant tracking system in 2026, we will ensure that information on how to request an accommodation throughout the hiring process remains clearly visible to applicants.
- 9.
 - When transitioning to the global applicant tracking system in 2026, we will ensure that applicants can confidentially and voluntarily self-identify as a person with a disability.

Learning and Development

Actions:

- 10. After transitioning to the global learning platform, we will identify which digital learning courses contain barriers to accessibility. We will create a roadmap that prioritizes which courses are to be updated first. This work will begin in 2027.
- 11. Beginning in 2027, all new internally created digital learning courses delivered to Bunge Canada Inc employees will be reviewed for accessibility.

2.2 The built environment

Bunge Canada Inc has over 70 facilities across Canada. Some are offices in cities, but most are grain facilities in rural parts of the country. A significant portion of the feedback received during the consultations in preparation of this accessibility plan indicated that there are barriers in the built environment, particularly at the rural grain facilities.

The following goals have been created to work towards making our facilities more accessible:

Actions:

- 12. Beginning in 2027, we will conduct audits of Bunge Canada Inc's physical spaces to identify further accessibility barriers and determine the scope of building improvements that could be made.
- 13. Beginning in 2027, we will communicate information about the quiet workspace room to employees in the Canadian head office.
- 14. By the end of 2028, we will implement a clear process for employees to request copies of the emergency preparedness plan in alternative formats.

2.3 Information and communication technologies (ICT)

Bunge has employees and customers all over the country, and our digital tools help us do our work and connect to our customers. These include our public website, our customer portal (myBunge) and our corporate intranet. Technology can make things more accessible, with certain features helping reduce barriers. If technology isn't built with accessibility in mind, it can create barriers.

The following goals were created to make Bunge's information and communications technology more accessible:

Actions:

15.	<ul style="list-style-type: none"> In 2026, we will develop and publish a new Canadian public website in accordance with the ICT Standard: CAN/ASC - EN 301 549:2024.
16.	<ul style="list-style-type: none"> In 2026, we will have people with disabilities test our public website to find any additional barriers to accessibility.
17.	<ul style="list-style-type: none"> In 2027, we will conduct audits of the corporate intranet and the employee facing mobile app, GoConnect, to identify accessibility barriers.
18.	<ul style="list-style-type: none"> In 2027, we will conduct an audit of the customer portal, myBunge, to identify accessibility barriers.
19.	<ul style="list-style-type: none"> We will source and implement training for employees involved in the development, maintenance or purchasing of digital technologies by the end of 2027.
20.	<ul style="list-style-type: none"> By the end of 2028, we will ensure that Bunge's information and communication technology standards meet the ICT Standard required by the Phase 1 <i>Accessible Canada Regulations</i>.

2.4 Communication, other than ICT

Sharing information with our customers and other stakeholders is part of how we support a vibrant and strong Canadian agriculture industry. Our ability to share information and knowledge with our employees is key to helping them do their best work to support our customers. We want to make sure everyone has appropriate access to the information we share so they can grow and thrive. We are already consistent with using plain language for our public-facing communications, but we want to build on these practices to ensure that everyone can access and understand information communicated at Bunge.

Actions:

- 21.
 - In 2028, we will review our social media accessibility standards and update as necessary. This will ensure there is consistent use of accessibility features, including alternative text and high contrast.
- 22.
 - In 2028, we will implement a consistent accessibility practice for large meetings (e.g. Canada townhalls).

2.5 The procurement of goods, services and facilities

When accessibility is considered at the start of any process, barriers are reduced. Accessibility standards in procurement processes ensure that services and facilities are ready to be used by anyone who needs them.

Actions:

- 23.
 - By the end of 2027, we will evaluate our accessible procurement guidelines and make updates as necessary to ensure we are aligned with current best practices.

2.6 The design and delivery of programs and services

We provide unrivaled global market insight, as well as the practical tools growers need, including Bunge risk management products, market research, live pricing and proprietary technology. Our customers are diverse and so are their needs. Our services need to be accessible so that everyone can access them.

Actions:

24.

- In 2026, we will develop and implement a process for customers to submit feedback on accessibility.

25.

- In 2028, we will review and update internal tools and templates (e.g. checklists) for planning and hosting customer events. We will include accessibility considerations into these tools and templates.

2.7 Transportation

Bunge Canada Inc does not provide transportation services to employees or customers. No barriers have been identified under the transportation category.

Section 3: Consultations

People with disabilities are an important part of our accessibility planning. We consulted people with disabilities throughout the development of this accessibility plan. We asked our employees with disabilities about barriers they have faced while working at Bunge, as well as their perspectives on how we can make things more accessible. Employee feedback was important to help us prioritize our goals.

A survey about accessibility at Bunge was made available to all employees. We received feedback from employees who identified as having a disability, as well as those that are close to someone with a disability. 140 employees filled out the survey, which is a significant increase in response rate from the survey that was made available during the preparation of the initial 2023 Accessibility Plan. The increased response rate allowed us to have a wider perspective on accessibility barriers from employees in various roles and locations.

Overall, employees helped us identify areas for improvement. Physical barriers in the built environment at our grain facilities were the most commonly identified concern. Reducing stigma, especially towards non-apparent disabilities, was also highlighted as important. Solutions to these and other barriers identified by employees are included in our accessibility goals throughout this plan.

In addition, we understand we need to conduct further consultation with our farmer customers. We are committed to improving consultations with our customers and have included goals in this accessibility plan to help achieve that.

Section 4: Conclusion

Canadians rely on our customers for their food, and our customers rely on us. We need to be accessible to our customers, the industry we serve and our employees so they can all do their best work. This plan is part of our commitment to take meaningful action to build a more inclusive tomorrow.