

SRBT Accessibility Plan

SRB Technologies (Canada) Inc. (SRBT) is the world leader in Self-Powered Emergency Lighting and Self Powered Exit Signs. We are a secured, class 1B Nuclear Processing facility that is not open to the public. SRBT has a staff of 40 persons of which none identify as having a disability.

To build this plan we looked at seven different areas of our company to see how we could make it more accessible for our employees. We looked at:

- **employment**
- **the built environment**
- **information and communication technologies (ICT)**
- **communication, other than ICT**
- **the procurement of goods, services and facilities**
- **the design and delivery of programs and services**
- **transportation**

In the next 3 years we plan to:

- Launch awareness training to all employees on accessibility.
- Improve training for managers on disability and accommodations.
- Update our emergency evacuation plans with clear instructions for people with disabilities.
- Update our equality statement and include it in all job postings.
- Make it easier for prospective staff to tell us they have a disability or for existing staff that may develop a disability.
- Make sure any new training material we use is as accessible as possible for people with disabilities.
- Publish public documents in accessible formats as required.

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1. General

1.1 Statement of Commitment

SRB Technologies (Canada) Inc (SRBT) is pleased to be distributing its first accessibility plan to the public. Diversity and Inclusion are steadfast values at SRBT, and we are committed to being open and welcoming to everyone. We are dedicated to removing any barriers whenever possible. We also recognize that accessibility is a process and does not have an end.

To develop this plan, we proactively looked for accessibility barriers at our organization and made plans to remove the barriers that were discovered. We are also committed to making changes not outlined in this plan if new information about barriers becomes available. We will always try to improve accessibility.

1.2 Description of SRBT

SRBT is the original commercial developer of the Self Powered Tritium Light Source during the 1960's.

Its focus at that time was developing Self Luminous Lighting Systems for the Military and the Aerospace industry. It was soon recognized this failsafe Tritium Light Source would have enormous benefits in the area of Emergency Lighting in buildings, and so the Self Powered Exit Sign was developed that used Tritium Light Sources.

After successfully selling the product around the World, SRB entered the Emergency Lighting market in the United States in the late 1970's to sell Tritium Exit Signs.

Today, SRB's Luminexit and Betalux tritium exit signs can be found in hotels, schools, airports, shopping malls, commercial and industrial buildings. Our products are not available to the general public and are mostly shipped to the USA or other NATO countries.

1.3 Contact Information & Feedback Process

We are open to feedback on this plan from SRBT employees, customers and the public. We will review the feedback and do our best to address any concerns.

Paul Lavigne – Manager Safety & Security is responsible for collecting, keeping, and responding to the feedback we receive.

You can contact us to give your feedback in the following ways:

- By email: paul@betalight.com
- By telephone: 613-732-0055
- By mail: 320-140 Boundary Rd, Pembroke ON K8A 6W5

We will also accept feedback through our social media channels.

We will respond to let you know that we received your feedback. We will use the feedback to develop future accessibility plans.

1.4 Alternative Formats

Alternative formats of this plan and a description of our feedback process can be made by request.

1.5 Definitions

The following definitions apply throughout this plan:

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

2. Areas Described under Section 5 of the ACA

2.1 Organization-wide Initiatives

As we worked on this accessibility plan, we realized that everyone at SRBT has different levels of knowledge about accessibility and disability. To successfully achieve the goals that we have outlined in this plan, we recognize that our workforce needs to have a shared understanding of these topics.

Goal(s)

- By June 2026, we will launch an awareness campaign to all employees on accessibility.
- By June 2026, we will improve training for managers on disability management and accommodations.

2.2 The Built Environment

SRBT is a class B nuclear facility that is 24hrs secure and not open to the public. We maintain and repair our facilities as needed, and all new and renovated buildings meet the current Building Code. Some of our internal areas, such as active zones, cannot be fully accessible because of the type of work that is done there. For example, employees need to be able to step over a barrier, and ramps would not be possible.

We commit to updating our emergency evacuation plan and making sure everyone, especially employees with disabilities, will know what to do in an emergency.

Goal(s)

- Over the next 3 years, SRBT will review and update our emergency plan and share it with all employees. The updated procedures will include instructions for what people with disabilities should do in the event of an emergency.
- Starting in 2025, SRBT will ensure that any building renovations make access accessible as possible. We will consider accessibility through all stages of planning, procuring, designing, and construction.

2.3 Employment

As a smaller company with 40 employees, SRBT currently does not have any employees whom have identified as having a disability. With that being said, we commit to making our job application process more accessible by removing any barriers that may exist.

2.4 Information and Communication Technologies (ICT) Overview

We are a small company, but we do have a lot of different technologies and systems. Some of them are products that are publicly available, and others were customized or built by us. We have not placed an emphasis on accessibility when buying or setting up new technologies, but we will commit to considering accessibility in the future.

2.5 Communication, other than ICT

We are working to make our communications more readily accessible. While we are working to make communications accessible, we can do better and make sure our efforts are more consistent.

2.6 The Procurement of Goods, Services and Facilities Overview

As a company, we procure (buy) a lot of goods and services. We do not always consider accessibility in our procurement process because most of the goods we procure do not have related accessibility considerations. We plan to set up a process to help us know when accessibility should be considered in procurement and when it doesn't have to be.

2.7 The Design and Delivery of Programs and Services Overview

SRBT products are specialized and produced for the safety, construction, defence, aircraft & mining sector. Our customers are primarily other businesses, and individual people with disabilities who work for our customers, that have direct contact with our production and sales team. We have never received a complaint about the accessibility of our programs and services by any of our customers. We hope to gather additional information about the accessibility of our services through our customer satisfaction questionnaire.

2.8 Transportation Overview

Our products are shipped by third party courier and or freight companies and so we do not have any actions in this area.

3. Consultations

As required we will seek out a disability organization who can review our published public documents and have them try to contact us through various means to help us identify any barriers that may exist, of which we are not aware of, to help us work toward eliminating these barriers for people with disabilities.

4. Conclusion

This accessibility plan is our very first step towards making SRBT more accessible. We are actively working to identified barriers and are committed to removing these barriers. We will also prioritize accessibility, so we can avoid creating new barriers in the future. We are committed to continuing to improve accessibility into the future, in consultation with people with disabilities.