
Corporate Accessibility Plan

August 26, 2024

1. GENERAL

a. About Ceres

Ceres Global Ag Corp. (“Ceres” or “the Company”) is an agriculture company primarily engaged in the processing, procurement, storage, handling, trading, and merchandising of grains and oilseeds – notably wheat, oats, soybeans, and canola – through its facilities in Saskatchewan, Manitoba, and Minnesota. Ceres also offers supply chain services, storage, and transloading facilities for non-agricultural commodities – notably hydrocarbons and fertilizers – at its location in Northgate, Saskatchewan.

Ceres endeavors to maintain a skilled workforce where all employees are respected and valued. All employees are expected to conduct themselves in an ethical, honest, and professional manner. To that end, Ceres is committed to creating an accessible, productive, and welcoming environment for colleagues, customers, and the community.

Additionally, Ceres wholly owns Delmar Commodities Ltd (“Delmar”). Unless otherwise noted, the Accessibility Plan applies to both Ceres Global and Delmar.

b. Contact Information and Feedback

Ceres encourages individuals to reach out to us if they have questions about our Accessibility Plan. We also welcome feedback on our Accessibility Plan and the accessibility of both our facilities and our published materials. Ceres will respond to feedback in the same way the feedback was received. Individuals can provide anonymous feedback. However, anonymous feedback will not receive a response.

Email: info@ceresglobalag.com

Physical Mail:

Ceres Global Ag Corp.
Attention: Trevor Gersch
701 Xenia Ave S., Suite 400
Golden Valley, MN 55416

Phone: 952-746-6800

c. Alternative Formats

Upon request Ceres will provide the Accessibility Plan in alternate formats. Alternate formats include print, large print, electronic formats compatible with adaptive technology, braille, and audio recordings. To receive the Accessibility Plan in alternate formats, please reach out to us using the contact information provided.

2. EMPLOYMENT

a. Current Level of Accessibility

- i. During onboarding, all employees are informed they can request reasonable accommodations for disabilities. The request can be made at any time. The process for



requesting accommodations is described in the Employee Handbook. After receiving a request, the Company will respond promptly to discuss potential accommodations.

- ii. When an employee starts at Ceres, they are required to complete anti-harassment and respectful workplace training.

b. Actions

- i. Over the next year, Ceres plans to review the guidance provided to supervisors and managers regarding hiring, interviewing, and protected classes. Ceres will specifically review the provided materials on disability accommodation requests during the hiring process and employment.
- ii. Additionally, in the next year Ceres will review the language used in all job postings regarding physical requirements and note accommodations are available.
- iii. Ceres is in the process of rolling out a new annual training program for all employees. This program includes trainings on the importance of creating a welcoming and productive work environment.
- iv. Further, Ceres will inform all employees of the Accessibility Plan, our accessibility goals, and our feedback process. In addition to email communication, managers and supervisors are encouraged to take further steps to make sure their team is aware of the Accessibility Plan and our appreciation of feedback.

3. BUILT ENVIRONMENT

Ceres is committed to reducing barriers in its built environment. However, as Ceres operates both traditional office environments and grain elevators, some accommodations may be difficult to provide at grain elevators. Customers and individuals who have questions about accessibility at a location are welcome to reach out with questions. We can provide information on the facility's accessibility, the accommodations we can provide, and alternative arrangements if necessary.

a. Current Level of Accessibility

- i. Each Ceres location maintains either a Safety Committee or a Safety Coordinator depending on its size. All employees are encouraged to raise any concerns or thoughts related to the physical environment with the Safety Committee or Coordinator.
- ii. All office locations are accessible to individuals using wheelchairs or other mobility aids. Office locations also have space available for quiet or reduced sensory input.

b. Actions

- i. The responsibilities of Safety Committees and Coordinators will be expanded to include a continual review of accessibility at their location. Areas where accessibility improvements can be made will be noted in the meeting minutes.
- ii. The Safety Committees and Coordinators are also responsible for reviewing and distributing evacuation plans. As part of their expanded responsibilities, Safety Committees and Coordinators will review evacuation plans for any accessibility concerns and will work to resolve the concerns.
- iii. As part of Ceres' commitment to maintaining a high ethical standard, the Company will continue to work with managers and supervisors to ensure awareness of the importance of providing accommodations to customers with disabilities when the built environment may create a barrier.

4. INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

a. Current Level of Accessibility

- i. Ceres uses Microsoft Office 365 products which have built-in accessibility checks and features.

b. Actions

- i. Ceres will include consideration of accessibility features when sourcing new technology, software, or services.
- ii. Ceres will provide guidance to employees on how to use the built-in accessibility checks and features.

5. COMMUNICATION OTHER THAN ICT

a. Current Level of Accessibility

- i. Ceres endeavors to write all internal and external communication in a clear and concise manner, appropriate to the intended audience, and using terms common in the industry.

b. Actions

- i. The primary audience of the Company's communications are individuals and entities familiar with the technical and specific language used. However, we encourage the use of the Accessibility Plan's feedback process for individuals to help us identify barriers or accessibility issues caused by the technical language.

6. PROCUREMENT OF GOODS, SERVICES, AND FACILITIES

a. Current Level of Accessibility

- i. Ceres does not currently have any policy or process in place regarding accessibility when it comes to procurement of goods or services.

b. Actions

- i. Ceres will encourage the use of the feedback process for individuals to help us identify barriers or accessibility issues.

7. DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

a. Current Level of Accessibility

- i. Ceres provides anti-harassment training to all employees and expects all employees to adhere to the Code of Business Conduct and Ethics. As outlined in the Code of Conduct, all employees are expected to apply high ethical and professional standards in interaction with colleagues, customers, and the community.

b. Actions

- i. Ceres will encourage the use of the feedback process for individuals to help us identify barriers or accessibility issues.

8. TRANSPORTATION

- a. Ceres does not provide transportation services to employees or customers. Accordingly, Ceres does not have any commitments, actions, or goals regarding Transportation.

9. CONSULTATIONS

- a. Ceres reached out to disability advocacy groups in Manitoba and Saskatchewan to discuss our Accessibility Plan and accessibility in general. The discussions focused on improving accessibility and accommodations in the hiring process.



- b. Additionally, Ceres will circulate the Accessibility Plan among all employees for feedback. Even if an employee does not identify as having a disability, they may know someone who is affected by accessibility issues and can provide feedback.

10. PROGRESS REPORT

- a. Improving accessibility and reducing barriers is an ongoing process. By June 1, 2025, Ceres will publish its first Progress Report. The Progress Report will explain what progress Ceres has made in implementing the Accessibility Plan, information received through the feedback process, and how Ceres has considered the feedback.