



Accessibility Progress Report

Organization: Avema

Date: 30-May-2026

Avema continues to operate as a remote-first company with the majority of its operations conducted digitally. Accessibility efforts remain focused on maintaining inclusive employment practices, accessible communication channels, and awareness of accessibility considerations within ongoing operations. This report has been prepared in accordance with the Accessible Canada Act and outlines Avema's ongoing efforts relating to the identification and removal of barriers and the prevention of new barriers.

Accessibility Practices and Ongoing Operations

- Avema continued maintaining flexible remote work practices intended to support accessibility and accommodation considerations for employees where appropriate.
- Accessibility considerations continued to be reviewed informally as part of day-to-day operations, internal discussions, and management review processes. Accommodation requests, where required, continued to be addressed on an individual basis.
- Accessibility-related contact information and feedback channels remained available through the company website to allow employees, customers, and stakeholders to raise accessibility concerns or provide feedback.
- Avema also continued considering accessibility-related factors when reviewing digital communications, website content, and vendor relationships where applicable.

Training and Awareness

- Accessibility awareness continued to be discussed within the organization as part of regular operational discussions and internal communication. Avema continues to recognize the importance of accessibility awareness and inclusive practices within the workplace.

Policy Development

- Avema continued reviewing accessibility-related practices and internal procedures relating to accommodations, communication, and accessibility considerations within ongoing operations.
- Accessibility considerations continue to be evaluated as operational needs and company practices evolve.

Consultation with Persons with Disabilities

- In preparing this report, Avema considered accessibility-related input obtained through internal discussions regarding accessibility and accommodation considerations relevant to the workplace and ongoing operations.
- Avema also reviewed feedback and communications received through its accessibility contact channels, including website and email communications where applicable.
- Publicly available accessibility guidance and resources developed by government and accessibility organizations were also reviewed as part of the preparation of this report.
- The input and information gathered through these activities were considered in the review of Avema's current accessibility practices and ongoing accessibility planning.

Feedback Received and Consideration of Feedback

- Avema maintains accessibility feedback channels through its website and designated accessibility contact email.
- During the reporting period, Avema did not receive any formal accessibility-related complaints or reports of accessibility barriers.
- Any accessibility-related feedback received in the future will be reviewed and considered as part of Avema's ongoing accessibility review and planning processes.

Contact Information

For questions, feedback, or accessibility-related concerns, please contact:

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Accessibility Contact

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