

Thunder Airlines

Accessibility Plan

2025 Progress Report

GENERAL

Since the implementation of our accessibility plan, Thunder Airlines has not received any feedback from the public. The feedback form on our website has been reviewed and tested to ensure it is functioning as intended. Thunder Airlines will continue to monitor for any changes that could be implemented to further improve the system.

Thunder Airlines has designated **Jody Quesnel** (Customer Service Manager) to receive and respond to feedback related to this Accessibility Plan as well as provide progress reports. Feedback will be responded to, apart from anonymous submissions, in the same way it was received.

Customer feedback regarding our services as they relate to this Progress Report can be done via our website:

- www.thunderair.com

Alternative formats of the accessibility plan, as well as alternative formats to provide feedback can be requested. To request an alternative format of this report, or for alternate means of providing feedback, please reference and contact one of the following designated contacts:

- Email: accessibility@thunderair.com
- Phone: (807) 475-4564
- Text: (807) 633-7020
- Mail: 310 Hector Dougall Way
Thunder Bay, Ontario
P7E 6M6

INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

There has been no progress toward preventing or removing barriers related to information and communication technologies because no barriers have been identified in this area. A review of our website has been completed and no recommendations have been made. Thunder Airlines will continue to commit to offering an accessible website to all persons, including persons from the disability community.

COMMUNICATION (OTHER THAN ICT)

There has been no progress toward preventing or removing barriers related to communication because no barriers have been identified in this area. Training has been reviewed to ensure compliance with applicable legislation and all active employees have completed this course.

PROCUREMENT OF GOODS, SERVICES AND FACILITIES

There has been no progress toward preventing or removing barriers relating to the procurement of goods, services, and facilities because no barriers have been identified in these areas. A review has been completed and no recommendations have been made. Thunder Airlines will continue to evaluate its processes as feedback is received.

DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

There has been no progress toward preventing or removing barriers related to the design and delivery of programs and services because no barriers have been identified in this area. Thunder Airlines remains committed to ensuring that new services undergo a thorough assessment to meet the needs of persons with disabilities.

TRANSPORTATION

There has been no progress toward preventing or removing barriers related to transportation because no barriers have been identified in this area that could be changed without causing undue hardship to Thunder Airlines. Thunder Airlines remains committed to offering accessible transportation upon request and ensuring mobility aids are available on site.

BUILT ENVIRONMENT

There has been no progress toward preventing or removing barriers related to our built environment because no barriers have been identified in this area. All facilities remain compliant with accessibility requirements and no new facilities have been built that would warrant an assessment.

PROVISIONS OF CTA ACCESSIBILITY-RELATED REGULATIONS

Thunder Airlines is subject to Personnel Training for the Assistance of Persons with Disabilities Regulations (SOR/94-42). Thunder Airlines remains committed to following the prescribed regulations to ensure that all persons with disabilities are provided with equal access to our services and that all employees are appropriately trained to assist all passengers in an informed and respectful manner.

FEEDBACK INFORMATION

There has been no feedback received through the feedback process. Thunder Airlines will continue to refer people with feedback related to the Accessibility Plan and this Progress Report to the appropriate channels. Thunder Airlines recognizes that receiving feedback is important, and in recognizing that, will utilize social media to reach a broader audience and encourage the public to submit feedback related to accessibility through our feedback process.

FEEDBACK PROCESS

There has been no progress toward preventing or removing barriers as it relates to our Accessibility Plan, the services we provide, or any other accessibility challenges our customers faced through the use of other operators or transportation services, because no barriers have been identified in these areas. The feedback process on our website has been reviewed and tested to ensure it is functioning as intended.

CONSULTATIONS

In preparation of this report, a meeting at our base in Thunder Bay, Ontario, was held on April 4, 2025, by three members of our Joint Health and Safety Committee, our Customer Service Manager, a member of our Human

Resources Department, and a member from the disability community. This meeting focused on making sure that Thunder Airlines is accessible as possible, and included some of the following questions and answers:

- Are Thunder Airlines staff adequately trained to accommodate the needs of members of the disability community?
 - Staff receive annual training on Employment Equity and Workplace Sensitivity, which directly include accommodation and sensitivity towards persons of the disability community.
- Can a person with a wheelchair use our services?
 - Thunder Airlines provides access to a ramp to enter the business, and has staff available to help a person with a disability enter our buildings and aircraft.
 - Although Thunder Airlines is not connected to a terminal, accommodation will be provided up to the point of physical constraints.
 - Customers can and will be lifted by Thunder Airlines staff into our aircraft if requested or required.
- Can feedback regarding our accessibility measures, plans, and reports easily be received by Thunder Airlines?
 - Yes, feedback can be received in person at any of our locations and online through the Thunder Airlines website.

A final review was conducted, with the same members as the previous meeting, on April 16, 2025, to evaluate the effectiveness of the accessibility plan, any progress made, and any feedback received before publishing the report.

Thunder Airlines will continue to respond to any additional feedback received as it relates to our Accessibility Plan and will continue to actively evaluate our practices to remove barriers and offer a more accessible environment for our customers.