



## AODA – Statement of Commitment to Accessibility

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June 1, 2021

The Lamb Company is committed to providing a barrier-free environment for all stakeholders, including our clients, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. Our Company respects and upholds the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations.

The Lamb Company understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. We will review these policies and practices annually, as changes occur, or in anticipation of future compliance deadlines. In addition, we will strive to meet the needs of individuals with disabilities in a timely and effective manner.

Providing an accessible and barrier-free environment is a shared effort, and we are committed as an organization to working with the necessary parties to make accessibility for all a reality. For more detailed information on our accessibility policies, plans, and training programs, please contact Brenda Norman, Human Resources Director at 416-645-4630. Alternatively, please review what is posted on our website.

Sincerely,

Anthony (Tony) Ruffo  
President & CEO



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