

AODA – Statement of Commitment to Accessibility

December 11, 2023

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. If you require an accommodation because of a disability, please contact Brenda Norman, at bnorman@thelambcompany.com to coordinate an appropriate accommodation before you begin your employment.

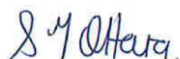
Providing an accessible and barrier-free environment is a shared effort, and we are committed as an organization to working with the necessary parties to make accessibility for all a reality.

Please contact Brenda Norman, Human Resources Director should you wish to:

- Request accessible formats or communication supports for providing feedback or for accessing our services and facilities.
- Request additional information.

For more detailed information on our accessibility policies, plans, and training programs, please review what is posted on our website.

Sincerely,



Shane O'Hara
President & CEO