

INTEGRATED ACCESSIBILITY STANDARDS REGULATION POLICY

pursuant to the Accessibility for Ontarians with Disabilities Act, 2005

Purpose

Bereskin & Parr LLP/S.E.N.C.R.L., s.r.l. (the “Firm”) is committed to following the principles of dignity, independence, integration and equal opportunity (“Principles”) when providing its services. This policy is intended to meet the requirements of the *Integrated Accessibility Standards Regulation (“IASR”)*, Ontario Regulation 191/11, under the *Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”)*.

Commitment

The Firm is committed to meeting the needs of persons with disabilities and will do so by meeting accessibility requirements under *AODA*, within the required timelines.

The Firm is committed to reviewing its Accessibility Plan at least once every five years. In accordance with the IASR, the Firm will post its statement of commitments as well as the Accessibility Plan on its website. Upon request, the Firm will provide a copy of its Accessibility Plan in an accessible format.

The Accessibility Plan addresses the following IASR requirements:

1. Information and Communications Standards

- Feedback
- Accessible Formats and Communication Supports
- Accessible Websites and Web Content

2. Employment Standards

- Recruitment, Assessment and Selection Process
- Accessible Formats and Communication Supports for Employees
- Performance Management, Career Development and Advancement & Redeployment
- Workplace Emergency Response Information
- Accommodation and Return to Work Plans

3. Design of Public Spaces