



VANGUARD LAW GROUP LAW CORPORATION (the "Firm")

ACCESSIBILITY POLICY

Statement of commitment

The Firm is committed to removing and preventing barriers to accessibility and meeting our accessibility requirements under the *Accessible British Columbia Act*.

The Firm will establish and maintain an effective system to ensure an inclusive workplace and to provide reasonable workplace accommodation.

The Firm will ensure that its corporate activities, including all policies, practices, and procedures will not result in discrimination.

The Firm will ensure that procurements and the construction or renovation of facilities will not result in discrimination.

The Firm will respond in a timely, confidential and sensitive manner to requests for individual workplace accommodation.

Feedback process

The Firm welcomes feedback on how we provide services to persons with disabilities. Customer feedback assists us to identify barriers and respond to concerns.

Individuals who wish to provide feedback can do so by submitting their feedback as follows:

Email: VLG@vanguardlg.com; OR

Mail: Suite 812 – 1130 West Pender Street, Vancouver, B.C. V6E 4A4