

SENT VIA EMAIL [victoria.macdonald@we.org]

November 19, 2018

PERSONAL & CONFIDENTIAL

Ms. Victoria MacDonald
Chief People Officer, People Operations and Culture
WE Charity and ME to WE Social Enterprises Inc.
339 Queen Street East
Toronto, ON M5A 1S9

Re: Employment Policy Compliance Review

Dear Ms. MacDonald:

As you know, our firm was retained by WE Charity and ME to WE Social Enterprises Inc. (collectively "WE") to conduct a policy compliance review in respect of Ontario's *Occupational Health and Safety Act*, RSO 1990, c O.1 ("*OHSA*") and the *Accessibility for Ontarians with Disabilities Act, 2005*, SO 2005, c 11 ("*AODA*"). Note that the relevant provisions regarding the *AODA* actually fall under its regulations, specifically, the *Integrated Accessibility Standards*, O Reg 191/11.

Further to your instructions, we were advised that the scope of our mandate regarding the compliance review was limited to the content of WE's employment policies, specifically the Workplace Discrimination, Harassment and Violence Policy and the Accessibility Standard Policy, both of which were provided to us. As such, we did not consider non-employment based obligations within the *OHSA* or *AODA*.

Workplace Discrimination, Harassment and Violence Policy

WE's Workplace Discrimination, Harassment and Violence Policy was assessed regarding its *OHSA* compliance in respect of both "workplace harassment" and "workplace violence". We find that this Policy was compliant with the relevant *OHSA* provisions under review.

Accessibility Standard Policy

The Accessibility Standard Policy was assessed regarding its *AODA* compliance. We find that this Policy was also compliant with the relevant *AODA* provisions under review.

Additional Observations

It is worth noting that not only were the Policies under review compliant with the relevant legislation, they represent the "gold standard" in terms of demonstrating a commitment by WE to ensure the

protection and accommodation of their employees. The Policies were clear, comprehensive and thorough.

Thank you for retaining our firm. Please advise if you require any further information.

Yours truly,

A handwritten signature in blue ink, appearing to read "Hena Singh", enclosed in a thin black rectangular border.

Hena Singh
Singh Lamarche LLP
Workplace Advocates