



Statement of Commitment to Accessibility

Everest Clinical Research Corporation (Everest) is committed to meeting its obligations under the *Ontario Human Rights Code*, the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*, the *Americans with Disabilities Act, 1990 (ADA)* and the *Law of the People's Republic of China on Protection of Disabled Persons, 1990*. Accordingly, we aim to have a workplace that upholds the principles of dignity, independence, integration, and equal opportunity by creating an inclusive workplace for all individuals including those with a disability. To that end, Everest will ensure that corporate policies, procedures, and practices are free from any physical or systemic barriers and are respectful to all employees.

Everest policies, procedures, and practices are in accordance with related legislation including general requirements, information and communications, customer service, employment, and design of office spaces. Information is available upon request.

Everest will review the success of our accessibility initiative and update it at least once every five years.

Everest welcomes feedback on our accessible workplace practices and encourages you to forward comments to our Corporate Head Office via any of the following methods.

Email	corporate.communications@ecrscorp.com
Phone	(905) 752-5222
Fax	(905) 752-5223
Mail	675 Cochrane Drive East Tower, 4 th Floor Markham, ON, Canada L3R 0B8
In Person	675 Cochrane Drive East Tower, 4 th Floor Markham, ON, Canada L3R 0B8

Irene Zhang
President and CEO

A handwritten signature in black ink, appearing to read "Irene Zhang", is positioned above the printed name and date.

Irene Zhang

01 Mar 2023 13:36:29 (-05:00)

REASON: I approve this document.

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Signature/Date (dd-Mmm-yyyy)