

Responsibility

CSR activities reinforce our values

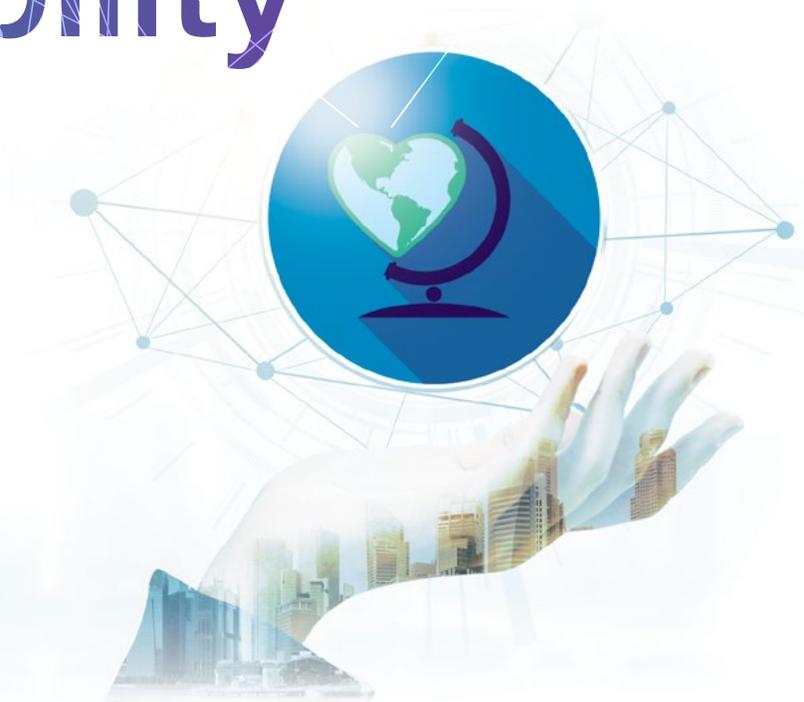
Our continued commitment to our corporate social responsibility (CSR) program shines through our contributions to the profession, employee wellness and the broader Canadian community.

Fostering the legal community

- LAWPRO encourages employee involvement in a wide range of professional associations and groups that represent diverse segments of the legal profession. These activities help us gain insight into members' priorities and concerns, and allow us to highlight how LAWPRO's efforts and activities are supporting the legal community.
- LAWPRO sponsorship of the annual award of the Caron Wishart Memorial Scholarship, in its eighth year, went to University of Toronto Faculty of Law student Gordon Lee.
- LAWPRO hosted the annual National Association of Bar Related Insurance Companies (NABRICO) conference in Toronto and connected with member companies from around the world to share knowledge and expertise.

Promoting wellness and balance

- LAWPRO promotes well-being by providing approximately one-half of the funding for the Law Society's arm's-length Member Assistance Program (MAP). LAWPRO promoted the program in presentations, online and through social media. We also published a *LAWPRO Magazine* dedicated to mental health in January 2020 entitled "Finding your way: Coping with health and wellness issues."
- In 2019, LAWPRO continued its Equity, Diversity and Inclusion initiative in partnership with the Canadian Centre for Diversity and Inclusion ("CCDI"). In furtherance of its EDI journey, LAWPRO rolled out the option to add pronouns to email signatures and/or business cards to be more inclusive of transgender and non-binary people. Many free online educational programs were also made available to staff to create awareness and encourage dialogue on EDI issues.



Supporting the broader Canadian community

- Each year, LAWPRO staff nominates and votes on charities for inclusion in the company's Denim Friday charitable giving program. Employee donations are matched by LAWPRO. In 2019, contributions to the charities raised \$35,297.54. Donations of \$7,059.51 went to each of Fanconi Canada, Ovarian Cancer Canada, the Toronto Humane Society, the Good Shepherd Refuge Social Ministries, and The Equality Effect. In addition, staff-led initiatives included donations of 264 lasagnas to the Good Shepherd Homeless Shelter (this translates to 3,960 servings of hot meals), and collection of non-perishable food items on World Kindness Day for the Daily Bread Food Bank.
- LAWPRO encourages employees to take a paid day off each year to volunteer at an eligible charity. In 2019, employees donated nine days in support of their chosen charities, such as International Justice Mission, Daily Bread Food Bank and CP24 CHUM Christmas Wish program.
- As part of the Canadian Blood Services "Partners for Life" program, a group of LAWPRO employees pledge annually to donate a certain number of units of blood. In 2019, staff donated 31 units - enough to save up to 93 lives (an increase from 29 units in 2018).
- In 2019, the Underwriting and Customer Service department participated in the Shoebox Project for women impacted by homelessness, with donations of clothing and essentials. ■