

# Impact Report

2022-2023

Certified



Corporation

This company meets the  
highest standards of social  
and environmental impact

# Our Vision

To be Central Ontario's premiere law firm  
by creating positive and meaningful  
impact and redefining the law firm  
experience.

# Our Mission

We deliver peace of mind to our clients, co-  
workers and communities.







# Our Clients

We go the extra mile.

"Professional, efficient, pleasant staff, well versed partners in all aspects of law. I have been a client for over 30 years and have utilized many different departments of this firm and always found the service to be consistent. With the ever growing numbers of lawyers in this firm and the experience and knowledge they bring to their clients, it is a well rounded firm."

-Barriston Client

"The team at Barriston Law is unquestionably the best we've ever dealt with! They are approachable and eager to help. They take the time to explain every line with a personable touch. Jessica takes the stress away by taking care of everything and guiding you through the process of your transactions. They are our first and only call!" - Barriston Client



"We have used Barriston Law on numerous occasions and have found the staff to be professional, caring and a pleasure to deal with. Our matters were handled with the upmost of discretion. All materials were delivered in a timely matter and meticulously handled. We recommend Barriston Law to anyone." - Barriston Client

# Our Team and a Culture of Teamwork



## We Drive and Encourage Talent and Leadership

Our team is what makes us so amazing and we aim to foster an environment that values and rewards each person's dedication to our firm, providing them room for growth. In 2022 we continued to add to our internal training program, the Barriston Academy. A place where all firm members can grow both their hard and soft skills. We supported 10% of our employees in promotions and internal role changes.

## We Pay a Living Wage

Barriston is proud to be a Living Wage Employer! This means that we are paying all of our full-time, part-time and contract employees the living wage rate for our region. This is not only an investment in our people but an investment in our community.





# Our Team and a Culture of Teamwork

## We Measure Employee Engagement

Regular Employee Engagement Surveys help us measure & monitor current employee engagement levels, and identify driving factors and obstacles to engagement. It also gives our staff an opportunity to voice their opinions, and gives us a benchmark for where we are now, helping us create goals for the future.

In 2022 the results of our engagement survey told us that our staff are happy with their career development opportunities, motivated and engaged at work, enjoy the flexibility our firm offers and are strongly satisfied overall with our firm and the firm culture.

## We Host Social Events

Our Social Committee plans events throughout the year for team members from all of our offices to attend. Whether it be a Halloween potluck, or an outdoor BBQ at a local venue, we create opportunities for our team to connect with one another in fun and relaxing ways!



# Our Communities and a Culture of Giving Back and Making an Impact

## We Encourage and Foster Community Involvement



Barriston has always been dedicated to supporting the communities in which we live and work. After obtaining our Bcorp certification we continued our contributions with an emphasis on meaningful, measurable and strategic support. Our focus is on 4 main areas that we believe build strong communities: Arts & Culture, Health & Wellness, Building Business & Education and Community Building.

## We Measure Impact

At Barriston, we encourage and incentivize our team to donate their time and involve themselves with organizations that align with their values and make the world a better place. We celebrate time spent on community involvement, monthly, by listing everyone in our firm who is participating at a community level in some way, and we award draw prizes as a way to say thank you to our team.

In 2022 our team docketed a total of 1,398 hours of community involvement!

## We Provide Leadership

Barriston is proud to be Carbon Neutrality under the Carbon Zero certification program for scope 1 and 2 emissions. Our offset funds go to the Niagara Escarpment Forest Carbon Project (NEFCP) which promotes and maintains forest cover and ecosystem function close to home. We love to share our experience becoming Carbon Neutral with other businesses and encourage them to do the same.





Highlighting some of the  
community organizations  
our team supports.



# Our Future and a Culture of Innovation

## We Track and Reward Innovation

As a B Corp, it is important to stay on the cutting edge of innovation and good governance. With recent changes to a hybrid work environment, it was an opportunity for us to take a closer look at how we engaged with our employees and how we measure and reward innovation. At Barriston, we prioritize and reward time spent on innovation to promote out of the box thinking, efficiency and an even better client experience.

## We Search out New Ways of Working

In today's world, work takes place out of the office at increasing rates. Our move to a cloud based practice has allowed us to work and interact remotely, respond to clients more quickly and access information more easily. We continue to investigate new technologies and adopt new ways of working, in an effort to transform the legal experience for our clients and our team.





# BARRISTON

## LAW

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[Find out more about B Corps here.](#)