

HUMAN RIGHTS POLICY

December 4, 2024

Policy

Stantec is committed to its communities; an integral part of that is respecting human rights.

Stantec's Code of Conduct states that "Stantec conducts business in accordance with high ethical, moral, and legal standards, and in the best interests of the Company, and its employees, shareholders, and other stakeholders. Stantec maintains business practices that will earn the respect of everyone with whom the Company conducts business."

Stantec's Human Rights approach includes:

- Prohibiting forced, trafficked and child labor
- Disallowing the possession or control of an individual's personal identification documents as a means to control them
- Protecting an individual's right to privacy
- Committing to safe and healthy work environments
- Respecting the dignity of individuals and their rights to make free, informed choices
- Recognizing the right to freedom of association and relevant consultation and collective bargaining principles
- Not tolerating discrimination, harassment or bullying within its business
- Compensating fairly, complying with applicable local wage and equal pay laws as a minimum and following working time requirements
- Recruiting ethically and within the law while striving for equal opportunities and an open-minded culture
- Treating people fairly in all aspects of their employment
- Recognizing the need to improve all types of equality and supporting all reasonable efforts to do so
- Expecting our employees, subconsultants, and suppliers to adhere to human rights principles consistent with our own

Practice

The principles in this policy are embedded into how we conduct our local operations and in the local policies and procedures of our group companies - such as our [Code of Business Conduct](#), [Diversity Policy](#), [Equal Employment Opportunity Policy](#), [Partner Code of Business Conduct](#), [Privacy Policy](#), [Harassment, Bullying & Discrimination Policy](#), [Sustainability Policy](#), [Workplace Violence Policy](#).

As a signatory to the UN Global Compact, this policy is based on the well-recognized international principles established including the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises.

Stantec will take reasonable and practicable steps to identify any breaches of this policy and will act accordingly to constantly improve for the communities in which we work. Stantec commits to promptly investigating any reports and address any violations of this policy. Retaliation for any reports made in good faith is prohibited. Stantec focuses on the issues and relationships on which we have greater degrees of control and influence to create the greatest impact.

This policy sits alongside other key Stantec policies and is additional to the statements, declarations and policies often made by its subsidiary companies to comply with local legal requirements around the world.

Where national law and international human rights standards conflict, we will respect national law, while still seeking ways to promote international human rights and raise awareness of best international practice.

Stantec stakeholders are encouraged to report any suspected violations of the policy. Individuals who become aware of any concerns regarding a violation of human rights within Stantec should report such issues to the Company's Integrity Hotline. If such an issue is brought to the attention of a Stantec employee, that person should refer the issue to the Integrity Hotline or to our Ethics & Compliance team.

Stantec's Integrity Hotline is managed by an independent third party who can receive complaints in a variety of languages. The hotline is structured to receive information verbally, by a web interface, or in writing, and all reports are treated as confidential. Requests for anonymity will be honored to the extent possible while still ensuring a full and proper investigation. It is important that anonymous reports contain sufficient detail for an investigation.

The Integrity Hotline can be linked to via www.stantec.ethicspoint.com or please see our Code of Business Conduct which is available on our website for up-to-date telephone numbers in each country.