Community Engagement Commitment

OCTOBER 2020
What does it mean to design with community in mind?

To Stantec, it means helping the communities where we work and live become strong, vibrant, and inclusive. We achieve that by offering our services, volunteering our time, and giving financial resources.

Our community engagement program is a natural extension of our purpose and our promise. We focus our giving on four pillars and have made several commitments that enrich the quality of life in our communities. Because we believe that investing in our communities is benefits us all.

GORD JOHNSTON
PRESIDENT AND CEO
Communities are fundamental. Whether around the corner or across the globe, they provide a foundation, a sense of place and of belonging. Supporting our communities means more than offering our design services. It means enhancing knowledge, prosperity, health, and quality of life. We achieve that by supporting endeavors in the arts, education, the environment, and health and wellness.

Since 2007, when we began tracking, our donations have exceeded $23.5 million.

Each year, we set a target to donate up to 1% of Stantec’s annual pretax profits to charitable and not-for-profit organizations. The target of up to 1% is met either through direct cash contributions or services in kind. We encourage personal charitable giving by employees, and we encourage and assist employees to volunteer.

Stantec is committed to investing in the communities where we live and work. By 2025, we aim to invest a further $15 million into community organizations around the globe, taking our total to $45 million since starting this initiative in 2007.

41,380 Grants for STEM in 2019
153 Scholarships in 2019

$3,040,000 in support of organizations in our communities in 2019

$23,500,000 Donated Between 2007 and 2019

#StantecTogether
Focuses on visual and performing arts organizations, museums, art education programs, symphonies, community arts festivals, arts funds/councils, and public television/radio.

Indigenous Arts Festival
YVR Art Foundation
Southern Shakespeare Festival
Nina Hagerty Centre for the Arts
The Wish Project

Scholarships and educational programs. Stantec supports school/business partnerships and programs that achieve objectives such as encouraging elementary or secondary students to pursue higher education or training.

National Organization of Minority Architects
American Indian Science and Engineering Society
ACE Mentor Program of America
Big Bang UK Scientists
Boys & Girls Clubs/Big Brothers Big Sisters
National Society of Black Engineers

Support of healthcare initiatives that make a difference in the communities where we operate through investments in health and wellness include preventive education and training, outreach programs and research, and investing in health initiatives that support physical and mental health initiatives.

Food Banks
Habitat for Humanity
UN HeForShe
PRIDE donations

Focuses on programs that promote sustainable development, environmental responsibility, energy efficiency, air quality, and addressing climate change.

Women in Environment
WaterAid
Engineers Without Borders
Oxfam
We know we must do more to address the very real consequences of systemic racism that exist in society today.

Building on initiatives we’ve had underway for many years, our actions will continue to remain focused on outreach in mentoring, education, sharing knowledge and resources.

At their core, partnerships are about relationships. We have been building our relationships with organizations like National Association of Minority Architects (NOMA), Society of Hispanic Professional Engineers (SHPE), ACE Mentor Program of America, and American Indian Science and Engineering Society (AISES). Our work with these organizations helps develop a strong pipeline of diverse leaders who can add value in our industry for years to come.
The annual Stantec Equity & Diversity Scholarship offers varying levels of scholarships. Visit stantec.com/EquityAndDiversityScholarship for more details.

At Stantec, we are proud to promote the importance of post-secondary education. To help students pursue their goals, we distribute an annual allocation of $200,000 for scholarships across our regions. These scholarships are administered by the institutions. Visit the Community Engagement > Scholarships page for those regions that have scholarship opportunities available.

STRENGTHENING OUR COMMITMENT

On top of our ongoing commitments, we’ve launched a $200,000 annual Stantec Equity & Diversity Scholarships to support underrepresented and BIPOC communities in their studies in Science, technology, engineering, arts, and math (STEAM) fields.

Find out more about our Equity & Diversity Scholarship and our other scholarship opportunities on Stantec.com.

Our scholarship program aims to celebrate and reward the academic achievement and community leadership demonstrated by students through their extracurricular activities and goals.

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In 2019, 5,310 employees worldwide donned Stantec Together t-shirts as they donated their time, energy, and expertise to over 390 community organizations throughout the week.

Stantec in the Community Week (SITC) is held each year in addition to the many community outreach activities Stantec employees participate in throughout the year.

Since SITC launched in 2013, over 40,000 employees have donated their time to working with over 2,000 organizations worldwide.
Supporting our communities isn’t a one-week event for our people. Year round, we give our time and talent to organizations to make a **positive and lasting difference** in our communities. The list of organizations our people support is long, but here are a few examples:

- Mentoring Big Brothers and Big Sisters, NOMA, ACE Mentor Program students, etc.
- Serving hot meals at shelters
- Organizing blood drives
- Teaching at post secondary institutions

Through our Dollars for Doers program, our employees also participate on not-for-profit boards or in many events like charity walks, runs and other regional fundraisers for a variety of organizations, to name a few.