



## Management Approach: Health, Safety, and Security

Stantec's SaferTogether™ culture encourages each of us to make safe choices so that we all return home safely each day. Nothing is more important than the health, safety, security, and well-being of the employees, contractors, visitors, and communities we serve. That's why we take a 24/7 approach to safety—at work, at home, and in our communities.

We apply health, safety, and security principles when managing our operations, planning and executing projects, sharing best practices and lessons learned, and managing the continuous improvement cycle. Our proactive programs and systems focus on identifying hazards and controlling risk. When an incident occurs, we share lessons learned through investigation and improve our practices, tools, training, and communication when needed. We also conduct regular audits and inspections.

In our efforts to prevent incidents and further develop our safety culture, our programs and systems incorporate proactive measures to identify and address issues before they happen. We conduct ergonomic assessments, hazard identification, and planned job observations and track our progress with a leading indicator safety index. Each employee contributes to the leading indicators as a component of performance management. To assess our success, we work to increase our leading indicator safety index and decrease our total recordable injury rate.

Our programs and systems connect to physical health (fitness for duty), freedom from injury, mental health, and protection from violence in the workplace in all its forms.

### SaferTogether™

Our safety culture at Stantec recognizes that safety is personal and important; it impacts our decisions and actions at work, at home, and in the community.

The four pillars that support SaferTogether are

- Conversations and communication
- Knowledge and process
- Relationships
- Mindset at work, home, and community

### Policy

Our [Health, Safety, Security, and Environment](#) (HSSE) and [Workplace Violence](#) policies set the Company's expectation that everyone is responsible and accountable for their own safety and the safety of others.

### Governance

Our safety commitment starts at the top and connects directly to each employee:

- Our board-level HSSES Committee (covering both HSSE and sustainability) oversees governance
- Our Executive HSSE Committee—comprising senior leaders across business lines and geographies—provides executive sponsorship of our HSSE policies, programs, goals, initiatives, and management systems
- Our network of HSSE directors, managers, advisors, and office-level representatives connects our programs and processes to the day-to-day lives of our employees

### Occupational Health and Safety Management System

Stantec manages, monitors, and improves our health and safety performance with a formal ISO 45001:2018-certified management system (part of our Integrated Management System).

### Critical Risk Controls

We identified our 12 most critical risks that have the greatest potential to cause serious injuries, incidents, and fatalities. A series of easy-to-use, concise guides provide information about identifying these hazards and implementing control measures to keep employees and others safe.



### Hazard Recognition, Assessment, and Control

This process is designed to help employees identify hazards, assess risk, and then implement controls aimed at preventing incidents.

We utilize an Energy Wheel to help employees identify the 10 sources of energy that create hazards. Familiar wording and symbols displayed on field documentation and forms assist employees to be more aware of their surroundings and to identify hazards early so they can more easily mitigate risk and reduce incidents.



### Secure Workplaces and Travel

To provide secure workplaces, we coordinate with Real Estate, IT, and systems security compliance teams to take preventive measures like locating offices in safe areas and providing appropriate office security. We additionally provide and maintain office security and workplace violence security communications, training, and guidance as well as conduct office security audits and implement resulting improvements. For existing and anticipated projects, we conduct country assessments and provide site-specific risk mitigation measures for Stantec project teams.

To reduce risks to employees when they travel and work on projects, we

- Track global security trends and provide individual and project team advice about project-related threats
- Prepare risk mitigation plans and standards based on the threat level
- Develop and implement country evacuation plans and support structures
- Visit client project sites to obtain ground truth<sup>1</sup> and assure Stantec employees are properly secured
- Monitor and provide advice about security during live events such as conflict or medical emergencies
- Utilize the International SOS application to deliver real-time travel safety and security alerts to mobile devices
- Support employees who experience problems while traveling
- Offer culture guides to inform traveler experience and support successful communications

### Stop Work Authority

Stantec is committed to providing and maintaining a safe and healthy workplace. We believe that incidents and injuries are preventable and that a job is done well only if it is done safely. Stantec employees have the authority to stop work if they feel unsafe. Their Stop Work Authority ensures employees, supervisors, and clients can pause work, re-assess hazards, and proceed with work once the hazards have been addressed. Stantec's Stop Work Authority document is endorsed by our chief executive officer and available on our internal website.

### In Case of Crisis

This smartphone application supplies on-demand, Stantec-specific health, safety, security, and emergency response information to employees and subcontractors. Employees can quickly find relevant information, easily report issues, complete simple forms, access security support, and receive information about an emergency or a pandemic.

### Pandemic Response

Pandemics have an impact on the way we live and work, altering our practices and requiring additional controls. To help the Pandemic Committee and employees respond effectively, HSSE developed a series of specialized guidelines and best practices. These include pandemic field guidance, working from home, safe hotel practices, social distancing, face coverings, hygiene and wellness, cleaning and disinfecting, and how to share pandemic actions with clients, subcontractors, subconsultants, and suppliers. The HSSE guidance is meant to complement, not replace, recommendations made by governments and healthcare professionals during a pandemic outbreak.

<sup>1</sup> Ground Truth: Information provided by direct observation.



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### **Communications and Training**

Achieving HSSE compliance and engagement takes more than telling employees about processes and how to use them. We must also inspire them to want to make safe choices and follow HSSE processes every day. Increasing leadership visibility and engagement, encouraging and recognizing safe and proactive behavior, and making safety meaningful are some ways that we continue building our safety culture.

Stantec regularly communicates about and provides training on our HSSE expectations, critical risks, and workplace best practices so that employees can keep themselves and others safe.

### **Steps for Life**

Stantec's involvement in advocating for health and safety extends to the community. For 10 years, as a part of Health and Safety week in early May, Stantec staff across Canada advocate for a safe work environment by fundraising and participating in [Steps for Life](#)—a 5km family walk that honors those who have lost their lives in workplace tragedies, with the goal of preventing others from being injured or killed on the job.

### **See Also**

Management Approach

- [Integrated Management System](#)