



Management Approach: Human Rights

Protecting human rights is fundamental to our corporate values. Our policies and practices protect the rights of our employees, individuals that support our supply chain, and the communities where we work.

We support the principles in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. As a signatory to the UN Global Compact, we commit to its human rights and labor principles.

Policies and Practices

Human rights protections are reflected in Stantec corporate policies and practices:

- [Code of Business Conduct](#)
- [Partner Code of Business Conduct](#)
- [Human Trafficking and Modern Slavery Policy](#)
- [Equal Employment Opportunity Policy](#)
- [Harassment and Discrimination Policy](#)
- [Workplace Violence Policy](#)
- Americans with Disabilities Act Practice (United States)
- Disability Practice (United Kingdom)

Stantec also has systems and processes that comply with the Modern Slavery Act (United Kingdom) and has published a [Slavery and Human Trafficking Statement](#).

Equal Opportunity Employer

We train our employees on our Company policies and practices, which prohibit discrimination or harassment on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, pregnancy, childbirth (or related medical condition), age, citizenship, marital status, disability, veteran or military status, political belief, genetic information, or any other basis protected by applicable law.

Employee Resource Groups

We strongly encourage employees to join or form an Employee Resource Group that supports diversity in gender, race, ethnicity, disability status, veteran status, sexual orientation, or gender identity.

Freedom of Association

Stantec respects the rights of our employees to freedom of association and complies with legislation like the National Labor Relations Act (United States) that governs union organizing and collective bargaining.

See Also

Management Approaches

- [Ethics and Compliance](#)
- [Health, Safety, and Security](#)
- [Inclusion and Diversity](#)