



Management Approach: Resource Conservation

As a professional services firm operating almost entirely out of multi-tenant, leased office space, Stantec has limited control and influence over the resources used in our operations. Even so, we work hard to minimize our environmental impact.

Energy Management

Stantec has programs in place to reduce office energy and fuel consumption.

Office energy

Buildings are Stantec's most significant consumer of energy, and energy used in our offices accounts for most of our emissions. Reducing energy using traditional approaches is difficult because most offices are leased in multi-tenant buildings where the landlords control the interactions with utility companies and make the decisions on whether to build energy-efficient features.

Some strategies that Stantec implemented to overcome this challenge include

- **Office consolidation:** Our most effective strategies to reduce the footprint of our Company—and therefore use less space and less energy—are consolidating our offices into fewer locations and relocating offices to more resource-efficient buildings. Stantec intends to reduce our existing real estate footprint by 30% by the end of 2023.
- **New office selection:** When co-locating or adding space, we use a real estate scorecard to make balanced business decisions, consider sustainability features and wellness criteria, and weigh factors such as cost, proximity to clients, security, employee commutes, access to public transportation, and walkability.
- **Certifications and features:** We choose certified green buildings for our leased corporate facilities when possible and pursue interior design and construction certification using recognized green building and wellness standards.
- **Interior design:** Once a location is selected, we improve floor plan efficiency and incorporate health and well-being into the design. We consider access to daylight, clean drinking water, acoustic control, indoor air quality, options for active workdays and collaboration, impacts on operational energy efficiency, and more. Whenever possible, the Real Estate team recommends pursuing space that has high quality interiors remaining to reduce costs and minimizes material use.
- **Landlord collaboration:** We work with landlords of new and existing offices to reduce operational energy use and encourage upgrades like energy efficient lighting, lighting controls, and programmable thermostats.
- **Equipment:** We centrally track our IT energy use and have programs in place to minimize our impact. To save power, we automatically hibernate workstations and laptops when they are not in use. We have high-density servers and disk configurations that use smaller spaces and less energy. And we decrease the number of devices in each office by using print management programs.
- **IT Data Centers:** Our IT data centers and disaster recovery sites are co-located in spaces with efficient energy specifications and technologies. Network technologies reduce duplicated services and equipment. We use the Microsoft Azure cloud sustainability calculator to track the emissions impact of our cloud workload.

Fuel

To be effective consultants, Stantec employees must travel to respond to clients' needs. But Stantec has introduced ways to travel more efficiently and reduce nonessential travel. We use Microsoft Teams, allowing collaboration via conference calls, chats, and videos. A level of management review results in fewer flights and distance traveled by fleet, rental, and personal vehicles and, in turn, reduced expenditures.

To mitigate the environmental impacts of our fleet, our Fleet Management team makes improvements to decrease vehicle emissions. We proactively share best practices that reduce fuel consumption and improve driving safety (e.g., no idling, maintain proper tire inflation, drive the speed limit). Each year, Stantec incorporates more fuel-efficient trucks, vans, and crossovers, thereby reducing overall emissions and maintenance costs, as well as improving



employee safety. We purchase hybrid and electric vehicles (EV) where possible and provide easy access to EV charging stations wherever we can. Stantec looks forward to the potential offered by new electric models in development so that we can further reduce our carbon footprint.

Though employee commuting is considered outside the boundaries of our emissions management program, we do have several programs to minimize the impact of employee commutes. In North America, we provide tax free incentives to mass transit users and, in some locations, subsidize the purchase. In Italy, we are running a Smart Working pilot program that encourages employees to work from home up to three days per week. Our online tool, Smafely (“smart” and “safely”) tracks the impacts and evaluates data patterns to suggest improvements. In the United Kingdom, an interactive online Go Smart program suggests practical travel options to help employees plan journeys to work, client, and project sites. In the Netherlands, a public transport card is provided to all employees (for business and personal travel), free electric vehicle charging is offered to employees, and financial support is provided to encourage the purchase of e-bikes.

Remote working

Virtual work options conserve energy and fuel and, when employees can't get to the office, keeps our projects progressing and our people safe. Stantec invests in technology; employees can collaborate through connected networks, cloud storage, and Microsoft Teams. They can easily work from any Stantec office or home, communicating in real time, sharing screens, and participating in conference calls.

Waste Management

Stantec has programs in place to reduce our physical resource consumption.

Recycling and composting

Because of established recycling and conservation programs, employees reduce the amount of office materials—like paper, glass, cans, bottles, batteries, e-waste, printer ink, and plastic dishware—that enters waste streams. And, where commercially available, many Stantec offices offer organic composting.

Paper

Stantec implements various techniques to reduce paper use. Our Records Management Policy encourages electronic markup of documents and drawings as well as electronic management of employee files. We set printer defaults to double-sided, black-and-white printing and implement numerous behavior-based print management programs.

Stantec promotes electronic distribution of Company materials—Company communications, marketing materials, client invoices and reports, proposals, and field reports—and provides access to more than 6,000 technical journals in our eLibrary. For the paper we do consume, we buy from centralized vendors so that we can standardize the purchase of environmentally friendly paper. Used paper is recycled.

Equipment

All standard workstation and laptop equipment are EPEAT (Electronic Product Environmental Assessment Tool)-certified and Energy Star-rated. We standardized our Dell, Microsoft, and Apple hardware; one reason for selecting them is their approach to life-cycle environmental management.

Computers leased from and then returned to Dell at the end of the lease are reused, refurbished, or recycled. For computers purchased in North America, we use Dell's Global Asset Resale and Recycling Services to securely recycle our computer e-waste. Plus, we use Firefly Asset Recovery to recycle mobile devices.

Furniture

Our interior design guidelines recommend that we purchase responsibly sourced furniture. Modular furniture is easily rearranged or moved between offices when employee numbers or office layouts change. When consolidating offices, Stantec reuses, donates, and recycles unused furniture as much as possible.

Promotional materials and stationery

For Stantec's internal Company store, we try to find store merchandise that is sourced in an environmentally and socially responsible manner. Our corporate print vendor is certified 100% carbon neutral.



Low waste events

Stantec expects our offices to host environmentally friendly events. Our Green Meetings guidelines make it easy to incorporate environmental stewardship into event planning.

Water Management

As a professional services firm working primarily in leased office space, water use is typically kitchen and bathroom use, shared with other tenants, and controlled by the landlord. This gives us very little influence over our water use and virtually no control over water in our operations, making it impossible to track water use. Even so, Stantec does work to conserve water and we take measures to voluntarily conserve water in our offices.

Supporting Clients

Stantec's greatest contribution to resource conservation comes from the services we provide to clients. For industrial and government clients around the world, we are an industry leader in energy efficient building design, renewable energy generation, mass transit design, waste management, and water recycling and reuse.

See Also

Management Approaches

- [Emissions Management](#)
- [Environmental Management](#)
- [Integrated Management System](#)
- [Sustainable Supply Chain](#)