



Sustainability Policy

POLICY

Stantec is committed to being a leader and model of sustainability by doing business in a way that meets the needs of the present while contributing to an environmentally, socially, and economically sustainable future. This commitment is at the heart of how Stantec operates and how it delivers solutions to its clients and is vital to its long-term success in achieving its vision.

PRACTICE

Stantec will focus its efforts in the areas where it believes that it can have a significant impact, as follows:

Building a leading sustainability consulting practice in the markets it serves by:

- Using its expertise, experience, and influence to advance the sustainability of its valued clients
- Incorporating sustainability into all its service offerings
- Marketing and selling sustainable development services across all sectors

Integrating sustainability into its overall operations and everyday practice by:

- Implementing best industry, employee, and vendor practices to reduce resource use, waste, and emissions while increasing efficiency and effectiveness

- Fostering an understanding of sustainability at all levels of the organization in ways that are both personally and professionally relevant
- Embracing an accountable and transparent governance and leadership structure that integrates sustainability considerations into all its business decisions
- Reporting on its sustainability performance and achievements

Stantec strives to achieve the following:

- **Environmental Progress**—Reduce its impact on the environment by progressing toward least impact approaches to resource and energy use, waste, and emissions of carbon and toxins
- **Social Progress**—Engage with stakeholders and support the communities in which it operates
- **Economic Viability**—Demonstrate that its sustainability efforts lead to long-term business vibrancy and viability in concert with its vision, strategic plan, and business objectives



Gord Johnston
President & Chief Executive Officer

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Date Reviewed and Signed

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