

# 2024 Pay Transparency Report

## British Columbia

Reporting the pay gap between women and men in the province of British Columbia (BC).

Prepared by:  
HR, Compensation

November 2024



## Who we are

With every community, we redefine what's possible.

Stantec empowers clients, people and communities to rise to the world's greatest challenges at a time when the world faces more unprecedented concerns than ever before. We're designers, engineers, scientists, project managers and strategic advisors, innovating together at the intersection of community, creativity, and client relationships. Balancing these priorities results in projects that advance communities, so that together we can redefine what's possible.

## Our values

### We put people first

People are at the heart of everything we do; they give our work purpose. That's why we listen to and design for the distinct needs of our clients—and those who live and work in the communities we serve. It's why we prioritize the safety of everyone our work touches. And it's why we define fulfilling careers for our own people, helping them set and then surpass their individual goals.

### We do what is right

We approach every project as a partnership, because our work creates a lasting impact on our clients' communities. We are accountable to these communities—to strengthening them and making them resilient for whatever the future may hold. Integrity guides what we do, which means that we make the right choice even when it's the tough choice.

### We are better together

When smart, passionate, creative people come together, real possibilities are unleashed. As our own community expands, we welcome everyone's contributions; diverse perspectives create extraordinary results. We draw on our global network to build the right team for each project, because when we work together, no problem is too large or complex.

### We are driven to achieve

We believe that transformation—in our work and in ourselves—is truly possible. We're defined by our entrepreneurial spirit and our unwavering pursuit of not only what's next, but also what's best. Bringing imagination and determination to every challenge, we leave no angle unexplored. As a result, we deliver the excellence that propels communities to success.



# Gender pay gap in British Columbia (BC)

## Pay Transparency Reporting

The Pay Transparency Act became law in British Columbia (BC) on May 11, 2023, and requires employers located in BC to complete and post a pay transparency report by November 1 of each year, beginning in 2024. The pay transparency report is intended to provide detail on the gender pay gap for employees in BC.

The measures and definitions required to be used to determine gender pay gaps are set by the BC Government to ensure all companies report on this issue consistently. The gender pay gap is calculated in two ways:

- **The mean** is the sum of all employee earnings divided by the number of employees.
- **The median** is the middle value when all employees' individual earnings are arranged in ascending or descending order. If there is an even number of values, the median is the average of the two middle values. The median gender pay gap compares the earnings of the middle-ranking man to the middle-ranking woman, expressed as a percentage difference between their earnings at an organization.

In this report, Stantec applied the above measures and definitions in its gender pay gap calculations for all employee compensation, including bonuses. The results reflect Stantec's employee base in BC only.

## 2024 results

Please refer to the full 2024 Pay Transparency Report (reflective of the 2023 calendar year) on the following pages.

The report includes gender pay gap metrics for:

- Hourly pay
- Overtime pay
- Bonus pay
- Percentage of each gender in each pay quartile

Based on last year's results published by the BC government, in the industry of *Professional, Scientific and Technical Services*, women earned 72 cents for every dollar men earned in median hourly wages. At Stantec in British Columbia, women earned 78 cents for every dollar men earned in median hourly wages in 2024.

We are seeing improvement in our company's gender pay gap as a result of the strong percentage of women in our early careers pipeline, and our ongoing commitment to supporting women in progressing their careers with Stantec. Increasing the number of women in our workforce will, over time, shift the demographics of this historically male-dominated industry, and positively impact our efforts to close the gender pay gap. We are committed to providing opportunities for career growth and removing barriers to women moving into senior leadership, both for current employees and new hires. We are focused on achieving gender pay equity by improving and reinforcing a compensation culture that embeds inclusivity and equal opportunity throughout our current business, and companies we acquire.



**Report on the next four pages**



# STANTEC CONSULTING LTD.

## Pay transparency report

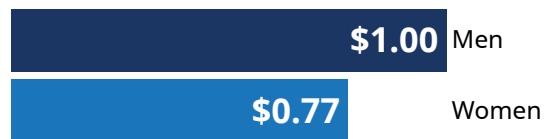
### Employer details

Employer:	STANTEC CONSULTING LTD.
Address:	10160 - 112TH STREET, #200, EDMONTON, BC
Reporting Year:	2024
Time Period:	January 1, 2023 - December 31, 2023
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	1000 or more



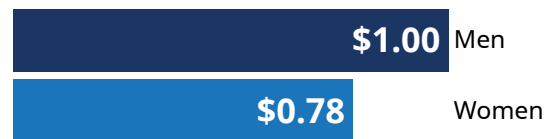
### Hourly pay

#### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 23% less than men's. For every dollar men earn in average hourly wages, women earn 77 cents in average hourly wages. \*

#### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 22% less than men's. For every dollar men earn in median hourly wages, women earn 78 cents in median hourly wages. \*

#### Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



## Overtime pay

### Mean overtime pay<sup>3</sup>



In this organization women's average overtime pay is 41% less than men's. For every dollar men earn in average overtime pay, women earn 59 cents in average overtime pay. \*

### Median overtime pay<sup>4</sup>



In this organization women's median overtime pay is 38% less than men's. For every dollar men earn in median overtime pay, women earn 62 cents in median overtime pay. \*

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

Women	-47
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In this organization the average number of overtime hours worked by women was 47 less than by men. \*

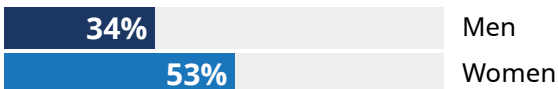
### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	-14
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In this organization the median number of overtime hours worked by women was 14 less than by men. \*

### Percentage of employees in each gender category receiving overtime pay



#### Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



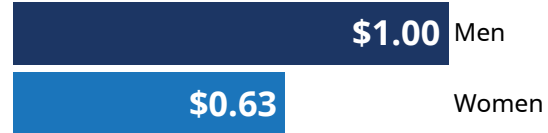
## Bonus pay

### Mean bonus pay <sup>7</sup>



In this organization women's average bonus pay is 39% less than men's. For every dollar men earn in average bonus pay, women earn 61 cents in average bonus pay. \*

### Median bonus pay <sup>8</sup>



In this organization women's median bonus pay is 38% less than men's. For every dollar men earn in median bonus pay, women earn 63 cents in median bonus pay. \*

### Percentage of employees in each gender category receiving bonus pay



#### Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.



## Percentage of each gender in each pay quartile <sup>9</sup>

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men  
■ Women

In this organization, women occupy 19% of the highest paid jobs and 57% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

### Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

\* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.



## How we're moving forward

We are actively focused on reducing our gender pay gap through supporting women in their careers, regular salary reviews, strong programs that support inclusion and partnering with organizations around the world dedicated to improving opportunities for females in the workplace.

### Championing STEAM careers for women

Working to increase the number of women in our talent pool around the world, Stantec provides resources to promote STEAM (science, technology, engineering, arts and math) education, alongside supporting multiple female-focused engineering associations. We are passionate about our social value focus and believe having a strong STEAM network is not only great for developing the skills of our early career professionals, but also to create visible, relatable role models for the communities we serve. We promote inclusive and gender-neutral language in both internal and external communications, fair gender representation in Stantec's attendance at industry and public events, and opportunities for our employees to share their stories and experiences at Stantec.

### Annual salary reviews

We measure the performance of our employees against established competencies and expectations of their role, and we set goals accordingly, which are driven by our values. All our roles are part of a global career framework which objectively measures their scope and scale and aligns them to career families, disciplines, and career levels.

Our pay structure includes salary ranges for each position, benchmarked against local remuneration surveys with data relevant to those positions. To ensure it is applied fairly and consistently, we monitor out of cycle salary reviews, promotions, pay awards and bonuses; and we conduct annual salary reviews.

### Focus on development

We are continually looking for opportunities to support the development of women at Stantec. One example is our Sponsorship Program which partners high performing, high potential employees with senior leaders for sponsorship. Establishing such connections facilitates shared insights, introduces different perspectives, and offers learning and exposure opportunities. It also increases employee engagement, breaks down generational stereotypes, and grows understanding of intersectionality.

Our Sponsorship Program, alongside our Unconscious Bias Training and various mentoring initiatives are integral to our culture of creating a psychologically safe organization where all employees can be their true authentic selves.

### Creating the best environment

We recognize that today's workplace is not fixed, and that it is important to support our employees through life events and changes. That is why we leverage technology and flexible hybrid working arrangements to equip our employees with the tools to manage their professional and personal commitments. We also know everyone benefits from true flexibility. We can attract a wider talent pool and retain employees through different life-stages when they are able to manage their work and personal demands.



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In addition to providing flexibility, we like to create opportunities for all our employees by inviting, embracing, and celebrating differences. Inclusion initiatives foster a healthy range of views, facilitate innovation, improve results, and nurture a sense of belonging.

Stantec is actively working towards providing equal opportunity in the hiring and recruitment process as well as career development. This is achieved through building competencies in our people leaders to lead with inclusion in mind including our leadership training programs.

We believe long-term success is only possible when all employees feel included and have a sense of belonging, working in an environment of fair treatment and respect.

Our employee resource groups (ERGs) provide platforms that celebrate and promote intersectionality and help refine and influence the business strategy. Our Women@Stantec ERG, open to all employees, boasts almost 40 global chapters, helping countless employees build networks, expand their spheres of influence, and remove obstacles and biases.

For the fourth year in a row, Stantec was named in the Bloomberg Gender Equality Index in 2023. We were named by Forbes as one of the World's Top Female-Friendly Companies in 2021, ranking 164 out of 300 companies.

### Partnering with the right organizations

We know that to be successful, we need to be collaborative and accountable. That's why we partner with other organizations that champion gender equity.

Among those, we partner with Catalyst (to remove barriers and drive the advancement of women in the workplace), the UN Global Compact Gender Equity Network (engaging the private sector to eliminate barriers faced by women in the workplace) and WORK180 in Australia (following global standards that deliver great workplaces for all women). As a business, we champion authentic recognition of observances that support gender equity (such as International Women's Day, International Women in Engineering Day, etc.), empowering engagement by our employees and ERGs.

We also support the 30 by 30 Initiative, championed by Engineers Canada and the Engineers and Geoscientists of British Columbia (EGBC), with its goals of raising the percentage of newly licensed female engineers to 30% by 2030. According to a 2023 Engineers Canada report, in BC, that percentage was 21%, so work remains to be done. Stantec is an industry partner for Engineers Canada's 30 by 30 Initiative through sponsorship, attendance, and content contribution at their annual conferences, along with active participation in their '30 by 30 Employer Champion Taskforce'.





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Stantec is a global leader in sustainable engineering, architecture, and environmental consulting. The diverse perspectives of our partners and interested parties drive us to think beyond what's previously been done on critical issues like climate change, digital transformation, and future-proofing our cities and infrastructure. We innovate at the intersection of community, creativity, and client relationships to advance communities everywhere, so that together we can redefine what's possible.

