



Environmental Policy

Policy

Stantec is committed to minimizing the environmental impacts of our business operations and complying with legal and other requirements. In the execution of our professional and project delivery services, we will manage environmental risks, and promote a philosophy of environmental stewardship and sustainability.

Practice

Stantec's Health, Safety, Security, and Environment (HSSE) Program is a cornerstone of Stantec's ISO 14001-certified Environmental Management System which is part of Stantec's global Integrated Management System. These, along with our Sustainability Policy, have been adopted by Stantec to guide our actions to:

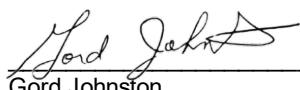
- Purposefully incorporate climate solutions and sustainability advice into our operational decisions and project work.
- Ensure continued compliance with environmental laws and regulations as we complete our work.
- Set corporate targets focused on continually improving our environmental performance, including reducing waste, greenhouse gas emissions, and non-renewable energy use.
- Evaluate our business practices and performance against our corporate targets to ensure that our processes and systems are effective in achieving our sustainability and net zero objectives.
- Continually improve our programs and processes based on available information, audits, and feedback from employees, clients, and other parties.

Stantec strives to:

- Empower our teams to design with climate action in mind and apply a sustainability lens to every action and every decision.
- Take reasonable and practicable measures to reduce the environmental impact of our activities and projects.
- Provide training and resources to ensure employees are familiar with our Environmental Management System, are aware of the environmental impacts of their work, and can successfully embed sustainability and climate solutions into their work.
- Support our value chain, clients, and communities to establish and meet their own climate solution goals by sharing our environmental and sustainability philosophies, knowledge, and expertise.
- Employ our expertise to promote sustainable planning, climate solutions, and to conserve ecosystems and biodiversity.

Everyone working for Stantec is responsible and accountable for Stantec's environmental performance and are expected to understand their roles and responsibilities and to comply with the practices of the Environmental Management System.

The Environmental Management System is monitored, evaluated, and continually improved by executive leadership, with regular reporting and communication on the status and effectiveness across the organization. We report on our environmental performance against our environmental targets in the annual Sustainability Report.



Gord Johnston
President & Chief Executive Officer

December 1, 2025

Date Reviewed and Signed