



EQUAL EMPLOYMENT OPPORTUNITY

August 20, 2020

Stantec is committed to workplace diversity and inclusion and closely follows the equitable employment standards in its jurisdictions.

Equal Employment Opportunity (US)

Stantec is an Equal Employment Opportunity employer. Our policy is to provide equal opportunity to all employees and applicants and to prohibit any discrimination because of race, color, religion, sex, national origin, age, marital status, genetic information, disability, pregnancy, protected veteran status, sexual orientation or gender identity and expression. Employees will be treated based on their job-related qualifications, ability, and performance. Discrimination and harassment, including sexual harassment, is against the law, against Stantec policy, and will not be tolerated. Stantec will provide reasonable accommodations for employees and applicants with disabilities. The foundation of these policies is our commitment to treat everyone fairly and equitably and to have an unbiased work environment.

Stantec is an Affirmative Action employer, promoting equal opportunities among races, genders, religions, sexual orientations, individuals with disabilities and veterans. Stantec annually creates and implements an affirmative action plan for each of its locations in the US.

If you have any questions or would like to report a claim of discrimination or harassment, contact your regional Human Resources Manager or [Yolanda Jones](#), consultant, EEO AAP compliance.

Employment Equity (Canada)

Employment equity practices seek to ensure that no one is denied employment opportunities or reasons related to one's ability. Employment equity also seeks to correct disadvantages in employment experienced by four designated groups: women, people with disabilities, Indigenous peoples, and visible minorities.

Stantec abides by the Employment Equity Act in Canada, which requires federal jurisdiction employers to engage in proactive employment practices to increase the representation of the aforementioned designated groups. Our policy is to provide equitable employment opportunity to all employees and applicants. Stantec policy and the law prohibit discrimination based on race or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, disability or genetic characteristics.

If you have any questions or would like to report a claim of discrimination or harassment, contact your regional Human Resources manager or [Amanda Stevens](#), HR business partner.

Equal Employment Opportunity – International

This policy applies to the following countries- UK, Argentina, Australia, Barbados, Belgium, Brazil, Chile, China, Italy, New Zealand, Peru, Taiwan, the Netherlands and Turkey.

Our policy is to provide equal opportunity to all employees, applicants, and other people in the business and to prohibit any discrimination because of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, or



sexual orientation. Employees will be treated based on their job-related qualifications, ability, and performance. As well, our policy is that sexual harassment or any other kind of harassment, including harassment based on sexual orientation, will not be tolerated. The foundation of these policies is our commitment to treat everyone fairly and equally and to have an unbiased work environment.

If you believe you have been unfairly discriminated against, you are urged to bring the matter to the attention of your supervisor or your regional Human Resources representative.