

## Health, Safety, and Security Policy

### Policy

Stantec is committed to providing and maintaining a healthy, safe, and secure workplace for our staff, clients, partners, and subcontractors.

### Practice

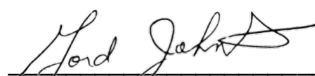
Our core company values guide us in all that we do. The way we treat our people, our clients, and our neighbors reflects who we are, what we believe in, and how we do our work. At Stantec, we believe in doing what is right and being SaferTogether™, which includes addressing the physical, psychological, and social well-being of our employees, and sending people home injury-free, every day.

Stantec's Health, Safety, Security, and Environment (HSSE) Program is a cornerstone of Stantec's ISO 45001-certified Occupational Health and Safety Management System (OHSMS), which is part of Stantec's global Integrated Management System.

#### *Stantec strives to:*

- Visibly demonstrate a commitment to Health, Safety and Security (HSS) by providing responsible leadership, and clearly communicating expectations.
- Assist and support employees in developing an awareness and understanding of the health, safety, and security issues related to their work.
- Identify, assess, and manage the health, safety, and security hazards and risks to which its employees are exposed.
- Comply with legislation, regulations, and appropriate industry standards.
- Monitor and enhance the health, safety, and security practices through inspections, audits, reviews, investigations, corrective actions, shared learnings, review of best practices, and behavior-based processes.
- Share lessons learned and integrate best HSS practices into our businesses.
- Provide a framework that supports the continual improvement of the HSSE program.
- Work collaboratively with employees to achieve health, safety, and security, at work and at home.
- Foster a culture of being SaferTogether, in which all employees, partners, and subcontractors share a commitment to health, safety, and security.

Everyone working for Stantec is responsible and accountable for Stantec's health, safety, and security performance. Management, supervisors, employees, and subcontractors are expected to understand their roles and responsibilities as outlined by the HSSE Program and to comply with the practices of the Occupational Health and Safety Management System.



Gord Johnston  
President & Chief Executive Officer

December 1, 2025

Date Reviewed and Signed