



Health, Safety, Security, and Environment Policy

POLICY

Stantec is committed to providing and maintaining a healthy, safe, and secure workplace for our staff, clients, partners, and subcontractors and to responsibly managing all of the environmental aspects of its business.

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 preventing harm to the environment and addressing the physical, psychological, and social well-being of our employees.

Stantec's Health, Safety, Security, and Environment (HSSE) Program is a cornerstone of the Occupational Health and Safety Management System (OHSMS) and the Environmental Management System (EMS). In turn these Management Systems are part of Stantec's overall Integrated Management System.

Stantec strives to:

- Visibly demonstrate a commitment to HSSE by providing responsible leadership, and clearly communicating expectations.
- Assist and support employees in developing an awareness and understanding of the health, safety, security, and environmental issues related to their work.
- Identify, assess, and manage the health, safety, security, and environmental hazards and risks to which its employees are exposed.
- Minimize the environmental aspects and impacts associated with the services and products it provides.
- Comply with legislation, regulations, and appropriate industry standards.
- Monitor and enhance the health, safety, security, and environmental practices through inspections, audits, reviews, investigations, corrective actions, shared learnings, review of best practices, and behavior-based processes.
- Share lessons learned and integrate best HSSE practices into our businesses
- Provide a framework which supports the continual improvement of the system.
- Work collaboratively with employees to achieve health, safety, security, and environmental objectives, at work and at home.
- Encourage healthy lifestyles and habits both at work and home.
- Foster a culture of being SaferTogether™, in which all employees, partners, and subcontractors, share a commitment to health, safety, security, and the environment.

Everyone working for Stantec is responsible and accountable for Stantec's health, safety, security and environmental 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, and the Environmental Management System.



Gord Johnston
President & Chief Executive Officer

May 10, 2021

Date Reviewed and Signed