

## Indigenous Relations Policy

Stantec is committed to advancing reconciliation with Indigenous Peoples. We recognize that Indigenous Peoples have specific constitutional and Treaty rights and a distinct relationship to the land. We acknowledge centuries of colonialism, dispossession and systemic discrimination have created structural barriers and intergenerational trauma that have led to persistent gaps in income, education, housing, health, and employment, which act as constraints on the socio-economic opportunities of Indigenous peoples in Canada.

Stantec is a signatory to the United Nations Global Compact and is aligned with the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Stantec recognizes that reconciliation is an ongoing process that requires humility, accountability, and consistent action across the organization. We commit to being accountable and transparent on our reconciliation journey.

The following core values guide this Policy:

### **We put people first**

- Recognize the cultural history, diversity and distinctiveness of Indigenous communities.
- Support and foster respect and understanding of Indigenous cultures and traditions among our employees and contractors.
- Develop employment opportunities and practices that foster a welcoming and culturally safe environment for Indigenous employees.

### **We do what is right**

- Engage with Indigenous communities to develop capacity through job training, post-secondary education support and employment.
- Collaborate and foster relationships with Indigenous thought leadership.
- Respect community protocols in our engagements.

### **We are better together**

- Provide opportunities for equitable business development through relationship building and partnership.
- Offer on-demand Indigenous Cultural Awareness training to employees and extend learning through our Employee Resource Groups.

## **We are driven to achieve**

- Act as a leader in Indigenous Relations in our industry.
- Align investment in Indigenous related initiatives with priorities identified by communities and organizations and Stantec's Community Engagement Pillars.

Stantec employees and consultants shall comply with Stantec's [Code of Business Conduct](#) at all times in carrying out the actions described in this Policy.