



Management Approach: Human Rights

Stantec believes in the need to consciously work to protect and advocate for the rights of others, in the office, with our partners, on our projects, and in our communities.

Commitments and Practices

As a signatory to the UN Global Compact, we commit to its human rights and labor principles. Stantec's [Human Rights](#) and [Human Trafficking and Modern Slavery](#) policies are based on well-recognized international principles and outline our commitment to protecting human rights as well as our practices for doing so.

Our human rights approach is based on treating people fairly and includes respecting individual rights, compensating fairly, protecting privacy, promoting health and safety, not tolerating discrimination or harassment, and prohibiting forced and child labor. We apply this mindset to our full value chain but focus on the issues and relationships on which we have greater degrees of control and influence to create the greatest impact.

Stantec complies with the requirements of laws such as Forced Labour in Canadian Supply Chains (Canada), the Modern Slavery Act (United Kingdom), and the Right to Freedom from Slavery and Forced Labour (Australia).

In Our Operations

For our operations, we believe it is important to explicitly identify human rights as a part of our policies, procedures, and ethics training to help us keep the topic top-of-mind and reduce the likelihood of issues in the future. Stantec trains all employees annually on ethics and compliance and includes content on human rights protections. If employees notice a concern, we encourage them to speak up.

To support our employees in the expression of their unique selves, Stantec strongly encourages employees to join or form an Employee Resource Group that supports diversity in gender, race, ethnicity, disability status, veteran status, sexual orientation, or gender identity.

We also respect the rights of our employees to freedom of association, union organizing, and collective bargaining.

Supporting Clients

As a consulting firm, we offer architectural, engineering, planning, and science services to our clients and provide design services for projects that are constructed by others. Stantec's human rights policy includes the expectation that our subconsultants, and suppliers, adhere to human rights principles consistent with our own. Where the risk of a negative impact on human rights is identified during our project risk review, we put protection conditions in place or choose not to work on the associated project. While working on a project, if employees notice a concern, we encourage them to speak up.

With Our Supply Chain

Through our [Partner Code of Business Conduct](#), expectations regarding human rights protections are extended to suppliers and business partners.

We are also beginning to assess our supply chain risk. Given the nature of our service-based work, the decentralized nature of our procurement processes, and the wide variety in industries served, this is a difficult task. This most recent fiscal year commences our deepening evaluation of our supply chains in this area. By using a risk-based approach in our review, we consider the following factors: the nature and location of our operations, the sectors and countries where we provide services, the type and complexity of our supply chain, and the level of control and influence we have over our suppliers. We apply our risk management processes to identify, assess, and evaluate the risks, including risks related to modern slavery, human trafficking and other human rights related risks.

Stantec continues to develop anti-forced labor and child labor contractual clauses for our suppliers and business partners which require compliance with all applicable laws and regulations and respect internationally recognized labor standards.



Accountability

Stantec encourages anyone (including employees, suppliers, partners, subcontractors, subconsultants, clients, and community members) to speak up if they become aware of a human rights concern. This includes concerns about Stantec operations, supply chain, and client-led interactions.

Issues can be reported to our risk management team via integrity@stantec.com or can be confidentially and anonymously reported using our Company's Integrity Hotline via www.stantec.ethicspoint.com or a variety of toll-free numbers (managed by a third party and available in local languages).

Stantec will take reasonable and practicable steps to identify any breaches of our human rights-related policies and will act accordingly to constantly improve for the communities in which we work. We commit to promptly investigate any reports and address any violations of this policy. Retaliation for any reports made in good faith is prohibited.

Material Topic / Value Chain Nodes Covered:

Human Rights / Operations, Downstream (Clients), Upstream (Supply Chain)

See all [Stantec Management Approaches](#)