



## Management Approach: Human Rights

Stantec is committed to communities, and we recognize an integral part of that is respecting human rights. Because virtually all our operations are in developed countries with existing laws in place to protect human rights, we determined our potential negative impact on human rights to be minimal.

While Stantec determined our human rights operational risk to be low, we believe in the need to consciously work to protect and advocate for the rights of others, in the office, on our projects, and in our communities. 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 it becoming an issue in the future.

### Commitments, Policies, and Practices

Stantec's Code of Conduct states that "Stantec conducts business in accordance with high ethical, moral, and legal standards, and in the best interests of the Company, and its employees, shareholders, and other stakeholders. Stantec maintains business practices that will earn the respect of everyone with whom the Company conducts business."

As a signatory to the UN Global Compact, we commit to its human rights and labor principles. Stantec's [Human Rights Policy](#) is based on the well-recognized international principles established, including the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises. This policy includes explicit statements on the following items: prohibiting sexual and non-sexual harassment; zero tolerance for discrimination; trainings for all employees on discrimination and harassment in the workplace; defined escalation process for reporting incident; and corrective or disciplinary action taken in case of discriminatory behavior or harassment.

Our Human Rights approach is based on treating people fairly and includes defending individual rights, equal remuneration, protecting privacy, promoting health and safety, not tolerating discrimination or harassment, and prohibiting forced and child labor. We focus on the issues and relationships on which we have greater degrees of control and influence to create the greatest impact.

This policy is required to be adhered by our operations and, through our [Partner Code of Business Conduct](#), expectations are extended to suppliers and partners.

### For Our Employees

We train all our employees on Company policies and practices, which prohibit discrimination or harassment on the basis of race, color, religion, sex, national origin, age, marital status, genetic information, disability, pregnancy, protected veteran status, sexual orientation or gender identity and expression, or any other basis protected by applicable law. Corrective or disciplinary action is taken in the case of discriminatory behavior or harassment.

Stantec respects the rights of our employees to freedom of association and complies with legislation like the National Labor Relations Act (United States) that governs union organizing and collective bargaining.

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.

### 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. If the potential to negatively impact human rights exists, 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.



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### **Reporting Concerns**

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](mailto:integrity@stantec.com) or can be confidentially and anonymously reported using our Company's Integrity Hotline via [www.stantec.ethicspoint.com](http://www.stantec.ethicspoint.com) or a variety of toll-free numbers (managed by a third party and available in local languages).

### **Accountability**

Stantec will take reasonable and practicable steps to identify any breaches of our Human Rights Policy 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.

See all [Stantec Management Approaches](#)