



## Management Approach: Resource Conservation

Stantec's operational environmental impact is primarily connected to our leased office space and business travel. We also own and operate a 140-acre (56.7-hectare) native plant nursery in the midwestern United States.

Operationally, Stantec's environmental impacts are minimal. Our greatest ability to contribute to resource conservation comes from the downstream node of our value chain, in the services we provide to clients. For industrial and government clients around the world, Stantec is an industry leader in energy efficient building design, renewable energy generation, mass transit design, waste management, and water recycling and reuse.

### Operational Programs

Below is a summary of our operational programs that proactively conserve and reduce waste energy, waste, and water. For information on our resource conservation services, please see [stantec.com](http://stantec.com) or the UN Sustainable Development Goals section of our annual Sustainability Report.

#### Energy Management

Buildings are Stantec's most significant consumer of energy, and energy used in our offices accounts for most of our emissions. Reducing energy using traditional approaches is difficult because most offices are leased in multi-tenant buildings where the landlords control the interactions with utility companies and make the decisions on whether to build energy-efficient features.

Some strategies that Stantec implemented to overcome this challenge include

- **Office consolidation:** Our most effective strategies to reduce the footprint of our Company—and therefore use less space and less energy—are consolidating our offices into fewer locations and relocating offices to more resource-efficient buildings. Stantec intends to reduce our existing real estate footprint by 30% by the end of 2023. This strategy of right sizing our office space supports our Flexible Workplace Strategy, which also helps support personal choice and the work-life balance of our workforce.
- **New office selection:** When co-locating or adding space, we use a real estate scorecard to make balanced business decisions, consider sustainability features and wellness criteria, and weigh factors such as cost, proximity to clients, security, employee commutes, access to public transportation, and walkability.
- **Certifications and features:** We choose certified green buildings for our leased corporate facilities when possible and pursue interior design and construction certification using recognized green building and wellness standards.
- **Interior design:** Once a location is selected, we improve floor plan efficiency and incorporate health and well-being into the design. We consider access to daylight, clean drinking water, acoustic control, indoor air quality, options for active workdays and collaboration, impacts on operational energy efficiency, and more. Whenever possible, the Real Estate team recommends pursuing space that has existing high quality interiors to minimize waste and material use.
- **Landlord collaboration:** We work with landlords of new and existing offices to reduce operational energy use and encourage upgrades like energy efficient lighting, lighting controls, and programmable thermostats.
- **Renewable energy:** To supplement our electricity consumption reductions, Stantec accesses renewable energy through solar power installed on some buildings, works with utility companies to access to green tariffs, and purchases energy attribute certificates.
- **Equipment:** We centrally track our IT energy use and have programs in place to minimize our impact. To save power, we automatically hibernate workstations and laptops when they are not in use. We have high-density servers and disk configurations that use smaller spaces and less energy. And we decrease the number of devices in each office by using print management programs.
- **IT Data Centers:** Our IT data centers and disaster recovery sites are co-located in spaces with efficient energy specifications and technologies. Network technologies reduce duplicated services and equipment. We use the Microsoft Azure cloud sustainability calculator to track the emissions impact of our cloud workload.



To be effective consultants, Stantec employees must travel to respond to clients' needs. But Stantec has introduced ways to travel more efficiently and reduce nonessential travel:

- **Travel:** We use Microsoft Teams, allowing collaboration via conference calls, chats, and videos. We actively look for ways to reduce our airline travel (by eliminating the need or converting it to more sustainable travel options) and distance traveled by fleet, rental, and personal vehicles. Additionally, we are partnering with airlines to purchase sustainable aviation fuel.
- **Fleet:** To mitigate the environmental impacts of our fleet, our Fleet Management team makes improvements to decrease vehicle emissions. We share best practices with employees to reduce fuel consumption and improve driving safety (e.g., no idling, maintain proper tire inflation, drive the speed limit). Each year, Stantec incorporates more fuel-efficient trucks, vans, and crossovers, thereby reducing overall emissions and maintenance costs, as well as improving employee safety. We have begun to purchase hybrid and electric vehicles (EVs) where possible and are looking for ways to provide easier access to EV charging stations. Stantec looks forward to the potential offered by new EV models in development so that we can further reduce our carbon footprint.
- **Employee commutes:** Stantec has several programs in place to minimize the impact of employee commutes. In North America, we provide tax free incentives to mass transit users and, in some locations, subsidize the purchase. In Italy, our online tool, Smafely ("smart" and "safely"), tracks commuting impacts and evaluates data patterns to suggest improvements. In the United Kingdom, an interactive online Go Smart program suggests practical travel options to help employees plan journeys to work, client, and project sites. In the Netherlands, a public transport card is provided to all employees (for business and personal travel), free electric vehicle charging is offered to employees, and financial support is provided to encourage the purchase of e-bikes.
- **Remote working:** Virtual work options conserve energy and fuel, provides personal flexibility, and keeps our projects progressing and our people safe when employees can't get to the office. Stantec invests in technology; employees can collaborate through connected networks, cloud storage, and Microsoft Teams. They can easily work from any Stantec office or home, communicating in real time, sharing screens, and participating in conference calls.

Our Flexible Workplace Strategy gives team members the opportunity to work in the manner that makes the most sense for their job and personal preference (full-time in the office, full-time from home, or a hybrid approach). This work approach minimizes the need for office space and reduces employee commutes.

#### Waste Management

Stantec has programs in place to reduce our physical resource consumption. For reporting purposes, waste from the native plant nursery is calculated using collected activity data with office waste based on per person extrapolation.

- **Recycling and composting:** Because of established recycling and conservation programs, employees reduce the amount of office materials—like paper, glass, cans, bottles, batteries, e-waste, printer ink, and plastic dishware—that enter waste streams. And, where commercially available, many Stantec offices offer organic composting.

At our native plant nursery, we upcycle seed and plug production waste along with a program that collects leaf waste from the surrounding township to produce useable compost, thus minimizing herbicide usage and reduce irrigation needs.

- **Paper:** Stantec implements various techniques to reduce paper use. Our Records Management Policy encourages electronic markup of documents and drawings as well as electronic management of employee files. As a rule, we set printer defaults to double-sided, black-and-white printing and implement numerous behavior-based print management programs. In North America, a centralized print management system with enhanced print tracking abilities helps us reduce the need for printing and secure the use of postconsumer recycled paper. For the paper consumed, we buy from centralized vendors to standardize the purchase of environmentally friendly paper and used paper is recycled.

Stantec promotes electronic distribution of Company materials—Company communications, marketing materials, client invoices and reports, proposals, and field reports—and provides access to more than 24,600 technical and scientific journals as well as 37,000 e-books in our eLibrary.



- **Computers and mobile phones:** All standard workstation and laptop equipment are EPEAT (Electronic Product Environmental Assessment Tool)-certified and Energy Star-rated. We standardized our equipment around Dell, Microsoft, and Apple hardware; one reason for selecting them is their approach to life-cycle environmental management.

For computers purchased in North America, we use Dell's Global Asset Resale and Recycling Services to securely recycle our computer e-waste. Plus, we use Firefly Asset Recovery to recycle mobile devices. Outside of North America, computers are leased from and then returned to Dell at the end of the lease where they are reused, refurbished, or recycled.

- **Furniture:** Our interior design guidelines recommend that we purchase responsibly sourced furniture. Modular furniture is easily rearranged or moved between offices when employee numbers or office layouts change. When consolidating offices, Stantec reuses, donates, and recycles unused furniture as much as possible.
- **Promotional materials and stationery:** For Stantec's internal Company Store, we try to find store merchandise that is sourced in an environmentally and socially responsible manner. Though we promote e-distribution of corporate materials, when printing is necessary, our corporate print vendor (for business cards, brochures, etc.) is certified 100% carbon neutral.
- **Low waste events:** Stantec expects our offices to host environmentally friendly events. Our Green Meetings guidelines make it easy to incorporate environmental stewardship into event planning.

#### Water Management

As a professional services firm working primarily in leased office space, water use is typically from kitchens and bathrooms shared with other tenants and controlled by the landlord. Because our usage is low, we have no visibility into our actual usage, and we have very few avenues to reduce water consumption, Stantec does not track office water usage. Even so, Stantec employees do take measures to voluntarily conserve water in our offices.

For our native plant nursery, we extract groundwater for irrigation needs. Water use is tracked using activity data. Organic ground cover is utilized to minimize water use in the growing process.

#### **Supporting Clients**

To help our clients conserve resources, Stantec offers an extensive number of related services including [emissions management](#), [building performance](#), [EV charging infrastructure and design](#), [renewable energy generation](#), sustainable mining, [waste management](#), and [water management](#), to name a few.

As a design and planning firm, we are not directly responsible for procurement of materials or the physical construction of the designed systems, buildings, or infrastructure, we recognize that our designs have an influence on materials and waste, but we cannot control the end-of-life of construction materials. For our Buildings business operating unit, to leverage our influence, we have committed to the [AIA Materials Pledge](#)—using products that support human, climate, ecosystem, and social health.

See all [Stantec Management Approaches](#)