



Environmental Policy

POLICY

Stantec is committed to minimizing the environmental impacts of our business operations and complying with legal and other requirements. In the execution of our professional and project delivery services, we will manage environmental risks, minimize the negative environmental impact of our efforts, and promote a philosophy of environmental conservation and restoration.

PRACTICE

Stantec's Health, Safety, Security, and Environment (HSSE) Program is a cornerstone of Stantec's ISO 14001-certified Environmental Management System which is part of Stantec's global Integrated Management System. These, along with our Sustainability Policy, have been adopted by Stantec as a means of helping the company to:

- Set objectives and targets which continually improve our environmental performance, including prevention of pollution and reducing waste to landfill.
- Use energy and resources efficiently in our project work and within our offices and labs.
- Encourage sustainable resource use where possible in our project work.
- Reduce impacts on local communities and maximize health benefits.
- Promote environmental regulatory compliance.

Stantec strives to:

- Emphasize ways to contribute to local communities and the environment in their respective areas of responsibility.
- Review business practices and performance against key performance indicators regularly to confirm our processes and systems are effective in delivering on carbon neutral goals.
- Provide training and resources for all employees so that they are familiar with our Environmental Management System and procedures and are aware of the environmental impacts of their work.
- Consider and include client, employee, and other stakeholders' feedback to drive improvements.
- Apply the best available techniques, including standards for good practice in specification and procurement.
- Protect ecosystems and biodiversity by implementing best practice solutions; and
- Follow the requirements established in the Health, Safety, Security and Environment (HSSE) Program and the Project Management Framework.

Everyone working for Stantec is responsible and accountable for Stantec's environmental performance and are expected to understand their roles and responsibilities and to comply with the practices of the Environmental Management System.

The integrated management system will be monitored, evaluated, and enhanced regularly by executive leadership, with regular reporting and communication on the status and effectiveness across the organization. We will report on our environmental performance against our environmental goals in our annual Sustainability Report.



Gord Johnston
President & Chief Executive Officer

December 7, 2023

Date Reviewed and Signed