

3. Matching a selection of values of the Subject Matter to their corresponding source documentation;
4. Assessing the appropriateness of the Reporting Criteria for the Subject Matter;
5. Assessing the disclosure and presentation of the Subject Matter to ensure consistency with reviewed information.

Our work was conducted against Apex's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

Conclusions

On the basis of our scope of work, methodology and the activities described above, it is our opinion that:

- f* Nothing has come to our attention to indicate that the Subject Matter has not addressed the required aspects of the Reporting Criteria.

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Stantec, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards.