

Anti-Corruption Policy

September 20, 2024

In order to maintain a consistent standard of Stantec business practices in all jurisdictions in which it conducts business, Stantec, its operating companies, and their directors, officers, and employees shall abide by all applicable laws. The payment of bribes to public officials or others by employees, agents, or representatives of Stantec is prohibited. This includes the offering, promising, authorizing or providing anything of value (i) to (d)-1b .3(i) 3(T}1.1 ()09(s)-812(i)u)-12(u)-1.1 (T}1.1 (-8ie ms)-8 byau)-12hy)-8(t (i)8g)-