



# Stantec Partner Code of Business Conduct

Stantec is committed to upholding the highest standards of business conduct in everything we do. Every partner and sub-consultant (collectively "Partners") must adhere to applicable laws, regulations, and internal policies. This Code of Business Conduct applies to all Partners, regardless of their location or the nature of their relationship with Stantec. Partners are expected to act with integrity, honesty, and respect for all stakeholders.

Stantec is committed to protecting the confidentiality of Stantec Data; or unlawful processing of Stantec Data; and protect Stantec technical information to any third party without the express, written consent of Stantec. Partners must comply with applicable trade control laws and regulations in the import export, re-export or transfer of technical data including any restrictions on access or use by unauthorized persons.

Subject to local laws and any applicable legal restrictions, each Stantec Partner must inform Stantec promptly of any concerns or potential conflicts of interest.

**Accounting:** To ensure that all invoices submitted to Stantec or governmental authorities or audited by third parties in connection with transactions involving Stantec accurately describe the goods and services provided or delivered and the price thereof and ensure that all documented transactions are properly recorded.