



- Visibly demonstrate a commitment to Health, Safety and Security (HSS) by providing responsible leadership, and clearly communicating expectations.
- Assist and support employees in developing an awareness and understanding of the health, safety, and security issues related to their work.
- Identify, assess, and manage the health, safety, and security hazards and risks to which its employees are exposed.
- Comply with legislation, regulations, and appropriate industry standards.
- Monitor and enhance the health, safety, and security practices through inspections, audits, reviews, investigations, corrective actions, shared learnings, review of best practices, and behavior-based processes.
- Share lessons learned and integrate best HSS practices into our businesses
- Provide a framework which supports the continual improvement of the system
- Work collaboratively with employees to achieve health, safety, and security, at work and at home.
- Foster a culture of being Safer Together, in which all employees, partners, and subcontractors share a commitment to health, safety, and security.

Everyone working for Stantec is responsible and accountable for Stantec's health, safety, and security performance. Management, supervisors, employees, and subcontractors are expected to understand their roles and responsibilities as outlined by the HSSE Program and to comply with the practices of the Occupational Health and Safety Management System.

---

December 3, 2024

Date Reviewed and Signed