



HUMAN RIGHTS POLICY

December 4, 2024

Policy

Stantec is committed to its communities; an integral part of that is respecting human rights.

Stantec's Code of Conduct states that "Stantec conducts business in accordance with high ethical, moral, and legal standards, and in the best interests of the Company, and its employees, shareholders, and other stakeholders. Stantec maintains business practices that will earn the respect of everyone with whom the Company conducts business."

- Protecting an individual's right to privacy
- Committing to safe and healthy work environments
- Respecting the dignity of individuals and their rights to make free, informed choices or bullying within its business

- Compensating fairly, complying with applicable local wage and equal pay laws as a minimum and following working time requirements
- Recruiting ethically and within the law while striving for equal opportunities and an open-minded culture
- Treating people fairly in all aspects of their employment
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Practice

The principles in this policy are embedded into how we conduct our local operations and in the local policies and procedures how