



HUMAN RIGHTS POLICY

June 24, 2021

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 we have contact and will use all means to control them

- x Protecting an individual's right to privacy
- x Committing to safe and healthy work environments
- x Respecting the dignity of individuals and their rights to make free, informed choices
- x Recognizing

age and equal pay laws as a minimum and



Practice

The principles in this policy are embedded into how we conduct our local operations and in the local policies and procedures of our group companies – such as our [Code of Business Conduct](#), [Diversity Policy](#), [Equal Employment Opportunity Policy](#), [Partner Code of Business Conduct](#), [Privacy Policy](#),