



# Slavery and human trafficking statement

## In compliance with the Modern Slavery Act 2015

We are committed to improving our practices to combat slavery and human trafficking and this statement comprises the slavery and human trafficking statement of Stantec UK Limited and Stantec Treatment Limited. It reflects our ongoing actions on this subject and supports our accounts for the financial year ending 31 December 2017 in accordance with the Modern Slavery Act 2015 and would also be applicable to any other UK entity in our group that might fall within the scope of the act from time to time.

Our practices unite engineers, consultants, construction professionals and architects to bring water and infrastructure projects to life. The group has approximately 22,000 employees in 400 offices worldwide and engage in engineering, construction, financing and management of the world's largest and most significant water and natural resources projects.

Stantec UK Limited and Stantec Treatment Limited are both subsidiary companies registered in the United Kingdom, both of which have ratified this statement. Our ultimate parent company is Stantec Inc. which is listed on the New York and Toronto Stock Exchanges.

Our supply chains include professional services firms acting as sub-consultants (in the delivery of professional services and works), as well as individual sub-consultants and suppliers of services, goods and equipment to our offices. We also work with partner companies from time to time.

We are committed to the aim of taking all reasonable steps to try and eradicate modern slavery or human trafficking from our supply chains or any part of our business. Our Code of Business Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls which try to eliminate slavery and human trafficking.

As part of our initiative to identify and mitigate risk we have a due diligence process consisting of the following:

- Code of Business Conduct which sets out the group's approach to conduct business ethically and within the applicable laws.
- Specific Ethics & Compliance department which monitors our global compliance.
- Amended standard sub-consultancy contracts to ensure our contract terms require our supply chain to comply with all modern slavery and human trafficking laws.
- Amended sub-consultancy questionnaire and supply chain charter to include modern slavery compliance section.
- Provided updates and link to awareness training available online to all staff to ensure a high level of understanding



Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to combat slavery and human trafficking further by establishing a compliance team which will consist of representatives from our procurement, commercial, human resource and legal department as well as the operations team. The team developed and continues to develop a process to analyse existing structures and supply chains better and establish a framework to monitor internal compliance as well as our supply chain's compliance. As such, the compliance team will continue to:

- Carry out audits of any high risk elements of our supply chain and add compliance with the Modern Slavery Act as part of our subcontract qualification process.
- Work with our agency staff providers to ensure at least minimum wages are paid to agency staff and no tie-ins or service charges exist.
- Undertake occasional spot checks or on-site assessments.
- Prepare a corrective action plan to deal with modern slavery issues if any are identified.

Signed for and on behalf of Stantec UK Limited

A handwritten signature in blue ink, appearing to read "C. Schefer", is written over a series of horizontal colored lines (yellow, pink, purple, blue).

**Cath Schefer** Executive Vice President Global Operations

Date: 20th September 2018

Signed for and on behalf of Stantec Treatment Limited

A handwritten signature in blue ink, appearing to read "P. Bresnan", is written over a series of horizontal colored lines (light blue, dark blue, green, yellow).

**Paul Bresnan** Managing Director Stantec Treatment

Date: 2nd October 2018