

also required to adhere to the client's or site owner's firearm and weapons policies when visiting a client or project site.

Any employee in possession of a firearm or other weapon while fulfilling job responsibilities may face disciplinary action up to and including termination. A client or visitor will be informed of our policy, and anyone who violates it may be reported to law enforcement authorities, if applicable. Possession of a valid concealed weapons permit authorized by the local jurisdiction is not an exemption to this policy. Any exception to the above policy must be approved case by case by Risk Management, as well as by a senior vice president or an executive vice president.

Investigation

Reported incidents will be investigated and remedied as effectively and efficiently as possible.

Enforcement

Threats, threatening conduct, or any other acts of aggression or violence in the workplace will not be tolerated by or against any employee, client, or visitor of Stantec. Stantec will actively intervene at any indication of 1 (i)32on in1 (Tt)-12 (i)-8.9a5n1 (Tt)3.1 (i)-8.9(ent)-1.1)-12 1 (i)32on vere of SP1 (S)2.4-IMf.2 (ac)-8.1 (e w)i1