

CARBON REDUCTION PLAN GUIDANCE

Notes for Completion

Where an In-Scope Organisation has determined that the measure applies to the procurement, suppliers wishing to bid for that contract are required at the selection stage to submit a Carbon Reduction Plan which details their organisational carbon footprint and confirms their commitment to achieving Net Zero by 2050.

Carbon Reduction Plans are to be completed by the bidding supplier entity and must meet the reporting requirements set out in supporting guidance, and include the supplier's current carbon footprint and its commitment to reducing emissions to achieve Net Zero emissions by 2050.

The Carbon Reduction Plan should be updated regularly (at least annually) and published and clearly signposted on the supplier's UK website. It should be approved by a director (or equivalent senior leadership) within the supplier's organisation to demonstrate a clear commitment to emissions reduction at the highest level. Suppliers may wish to adopt the key objectives of the Carbon Reduction Plan within their strategic plans.

A template for the Carbon Reduction Plan is set out below. Please complete and publish your Carbon Reduction Plan in accordance with the reporting standard published alongside this PPN.

Carbon Reduction Plan Template

Supplier name: Stantec UK

Publication date: ...November 2021.....

Commitment to achieving Net Zero

Stantec is committed to achieving Net Zero.

We have a four-step plan that involves,

1. Reducing emissions according to our approved 1.5°C Science Based Target (verified in 2021), accomplished through the

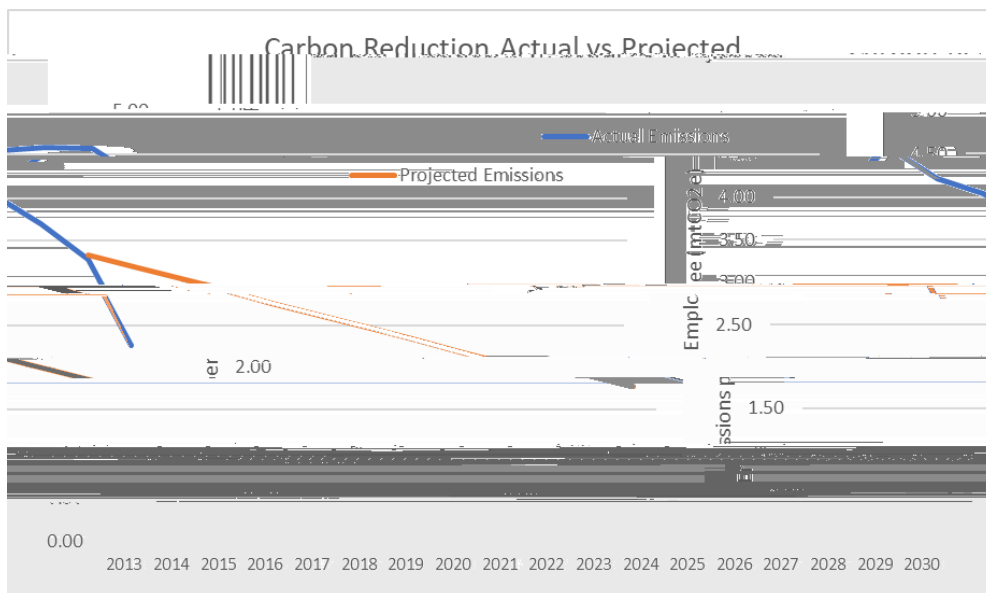
Current Emissions Reporting

Reporting Year: 2020	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	369
Scope 2	251
Scope 3 (Included Sources)	408 (Personal and rental vehicle use; flights, rail, paper and transmission and distribution loss)
Total Emissions	1,095

Emissions reduction targets

In alignment with Stantec's approved Science-Based Target, we project that carbon emissions will decrease over the next 10 years to 1.77 tCO₂e per employee by 2030. This is a reduction of 47%.

Progress against these targets can be seen in the graph below:



Please note: In 2020, the dip observed above is due the impact of the COVID-19 pandemic. Our emissions fell more sharply than predicted as a result of the closure of offices and travel restrictions.

Carbon Reduction Projects

Stantec's commitment to sustainability is a key element of our strategic plan. We are committed to sustainability leadership in our operations and project work. In our markets, for our clients and throughout our Company, we advance initiatives that support a more sustainable world. Our sustainability commitments are embedded in the way we operate our Company and support our clients.

Achieving net zero is a key performance indicator of our sustainability program. Our long-term management strategy has seen continual reduction in carbon emissions. Our ability to continue this trajectory is delivered through our certified ISO14001 Environmental Management System.

The following are examples of carbon reduction projects within our environmental management systems.

Office Energy

Buildings are Stantec's most significant consumer of energy. In 2023, our buildings consumed 1.293 Td of energy, a 37% reduction from 2022. This reduction was achieved through a combination of energy efficiency measures and renewable energy procurement.

and less energy. And we decrease the number of devices in each office by using print management programs.

IT Data Centres: Our IT data centres and disaster recovery sites are co-located in spaces with efficient energy specifications and technologies. Network technologies reduce duplicated services and equipment. We use the Microsoft Azure cloud sustainability calculator to track the emissions impact of our cloud workload.

Fuel

To be effective consultants, Stantec employees must travel to respond to clients' needs. But Stantec has introduced ways to travel more efficiently and reduce nonessential travel. We use Microsoft Teams, allowing collaboration via conference calls, chats, and videos.

A level of management review results in fewer flights and distance travelled by fleet, rental, and personal vehicles and, in turn, reduced expenditures. To mitigate the environmental impacts of our fleet, our Fleet Management team makes improvements to decrease vehicle emissions. We proactively share best practices that reduce fuel consumption and improve driving safety (e.g., no idling, maintain proper tire inflation, drive the speed limit). Each year, Stantec incorporates more fuel-efficient trucks, vans, and crossovers, thereby reducing overall emissions and maintenance costs, as well as improving employee safety.

We purchase hybrid and electric vehicles (EV) where possible and provide easy access to EV charging stations wherever we can. Stantec looks forward to the potential offered by new electric models in development so that we can further reduce our carbon footprint.

We also have several programs to minimize the impact of employee commutes. We provide incentives to public transport use and sustainable modes of travel. Our online Go Smart program suggests practical travel options to help employees plan journeys to work, client, and project sites.

Virtual work options conserve energy and fuel and, when employees can't get to the office, keeps our projects progressing and our people safe.

Stantec invests in technology; employees can collaborate through connected networks, cloud storage, and Microsoft Teams. They can easily work from any Stantec office or home, communicating in real time, sharing screens, and participating in conference calls.

Waste Management

Stantec has programs in place to reduce our physical resource consumption.

Recycling: Because of established recycling and conservation programs, employees reduce the amount of (of)-6.6 (t)4.2 (Team)4.9 (s)--5.9 (edunnO9 (a)10.5 (m)-5)2.6 (6.6 (w)2.6 (or)4.9 (k)-5 Tnt)4.3

Stantec promotes electronic distribution of Company materials. Company communications, marketing materials, client invoices and reports, proposals, and field reports and provides access to more than 6,000 technical journals in our eLibrary.

For the paper we do consume, we buy from centralized vendors so that we can standardize the purchase of environmentally friendly paper. Used paper is recycled. Equipment All standard workstation and laptop equipment are EPEAT (Electronic Product Environmental Assessment Tool)-

Measure Verification and Reporting

Stantec's sustainability program meets vigorous annual verification and reporting standards as demonstrated through our:

- GRI-, TCFD-, and SASB-compliant annual Sustainability Report (available at <https://www.stantec.com/en/about/company-overview/sustainability>), which summarises our annual emissions and progress against sustainability commitments, as well as our support of the United Nations Global Compact and Sustainable Development Goals
- ISO 14064-3-compliant Greenhouse Gas Inventory ([uk-ghg-verification-2020.pdf](#)), verified to a reasonable level
- CDP disclosures, with details of environmental management and projects, including projected emission reduction numbers (available at: <https://www.stantec.com/en/about/company-overview/sustainability> - free registration required, see section C4.3 for details on emission reduction initiatives).

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.