



## Management Approach: Ethics and Compliance

Stantec lives our company value of “we do what is right.” We ask employees, partners, a s(nc)-21.029( )08C.5loyouee-3(,)11and(al)8.5



All employees are required to take the training and review policies annually. Employees must acknowledge that they have completed the training, thereby complying with our policies. Completion of this required training is consistently near 100%.

### **Supporting Clients**

Stantec employees proactively work with clients to address ethics on our projects in interactions with clients and project team members. A component of our ethics training specifically helps employees identify, and act upon, ethics violations in the context of clients and project work. If employees notice a concern, we encourage them to speak up.

### **For Our Supply Chain**

We influence partners in our supply chain with our [Partner Code of Business Conduct](#), which details our values, standards, and expectations. This includes competing without collusion, respecting human rights, protecting the environment, complying with health and safety best practices, preventing discrimination, and paying fair wages. This document is made available for use in Stantec's value chain and signatures are required for high-risk partners.

### **Accountability**

Stantec encourages anyone (including employees, suppliers, partners, subcontractors, subconsultants, clients, and community members) to speak up if they become aware of unlawful actions or unethical behaviors that violate our policies (including, but not limited to, ethical considerations, human resource issues, discrimination concerns, human rights issues, and financial and safety issues). Whether a concern applies to Stantec actions or that of our value chain, issues can be reported to our risk management team via [integrity@stantec.com](mailto:integrity@stantec.com).

Concerns of any nature can also be confidentially and anonymously reported by employees or third parties using our [Confidential Reporting Form](#). For more information, please contact the Ethics & Compliance team at [Ethics@stantec.com](mailto:Ethics@stantec.com) or call 1-800-368-5858.