



Nothing is more important than the health, safety, security, and well-being of the employees, business partners, visitors, clients, and communities we serve. Stantec's safety culture recognizes that safety is personal; it impacts our decisions and actions at work, at home, and in the community.

### **Commitments and Practices**

We use our SaferTogether™ culture to support knowledge, communication, relationships, and a 24/7 mindset in all we do. Stantec's [Health, Safety, and Security](#) and [Workplace Violence](#) policies set the Company's expectation that everyone is responsible and accountable for their safety and the safety of others.

The elements of our SaferTogether approach include

- Knowledge: Understanding how to work safely and sharing that knowledge with others
- Communication: Empowering our people to communicate when they feel something isn't right (including stop work authority) and to accept feedback when a concern is raised
- Relationships:



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*Supervising for SaferTogether* is our flagship training program that builds trust, communication, and accountability in our safety culture. This training is for front-line supervisors and Project Managers focused on transformational leadership and includes a mixture of live sessions facilitated by business line leaders as well as online learning. The program reinforces that Stantec's safety culture is strengthened by establishing connections when we speak, act, focus, engage, and recognize.

- Speak: Make safety part of our daily conversations
- Act: Model safe behaviors to demonstrate our commitment to safety
- Focus: Build systems of work that embed health, safety, security, and the environment into our daily activities
- Engage: Get others involved by asking questions, starting conversations, and building relationships
- Recognize: Pro



- Support employees who experience problems while traveling
- Offer culture guides to inform traveler experience and support successful local communications

#### Connecting to the Community

Stantec's involvement in advocating for health and safety extends to the community. For more than 10 years, as a part of Health and Safety week in early May, Stantec staff across Canada advocate for a safe work environment by fundraising and participating in [Steps for Life](#)—a 5km family walk that honors those who have lost their lives in workplace tragedies, with the goal of preventing others from being injured or killed on the job.

#### **Supporting Clients**

Stantec makes extensive efforts to design projects that are safe for the end user. During project design, Stantec practitioners consider the health and safety of our designed products once they are constructed and operational. This is a standard evaluation factor in our project risk management practices.

During field work, we protect the health and safety of our employees, subcontractors, and subconsultants when they are on site working on our projects and of communities when they are given physical access to our sites. Before starting any field work, we prepare a Risk Management Strategy to address potential health and safety impacts. We document and monitor these impacts throughout the life span of the project.

Stantec offers stand-alone [health and safety services](#) to clients. We have certified industrial hygienists, safety