

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. It reflects our ongoing actions on this subject and supports our account for the financial year ending 31 December 2019 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.

Stantec UK Limited is a subsidiary company registered in the United Kingdom. Our practices unite engineers, consultants and architects to bring water and infrastructure projects to life. With over 1,700 people working in integrated regional teams across the UK, we plan, design, deliver and manage the development and infrastructure needed to support the creation of sustainable, healthy and prosperous communities. Our ultimate parent company is Stantec Inc. which is listed on the New York and Toronto Stock Exchanges. The group has approximately 22,000 employees in 400 offices worldwide and engage in engineering, financing and management of some of the world's largest and most significant water, infrastructure, buildings and natural resources projects

Our suppliers 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 suppliers 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.
- Provided updates and link to awareness training available online to all staff to ensure a high level of understanding of the risks of modern slavery and human trafficking within our suppliers and business.
- Integrity Hotline for our employees and sub-consultants acting on our behalf to report any suspected violation of our policy.



Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking within our suppliers, we intend to combat slavery and human trafficking further; commercial/finance, procurement, legal & HR are all part of the team ensuring compliance with Modern Slavery as well as the operations team. The teams continue to analyse existing structures and suppliers to establish a better framework to monitor internal compliance as well as our suppliers' compliance.

As such, we will continue to:

- Carry out audits of any high-risk elements of our suppliers 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.
- Assessments of suppliers considered to be a higher risk.

Signed for and on behalf of Stantec UK Limited

Cath Schefer.

Cath Schefer Executive Vice President and Chief Operating Officer, Global

Date : 15 June 2020