



MCA Declaration 2025

Foreword

Stantec is a global leader in sustainable engineering, architecture, and environmental consulting. We empower clients, people, and communities to rise to the world's greatest challenges at a time when the world faces more unprecedented concerns than ever before. The diverse perspectives of our partners and interested parties drive us to think beyond what's previously been done on critical issues like climate change, digital transformation, and future-proofing our cities and infrastructure. We innovate at the intersection of community, creativity, and client relationships to advance communities everywhere, so that together we can redefine what's possible.

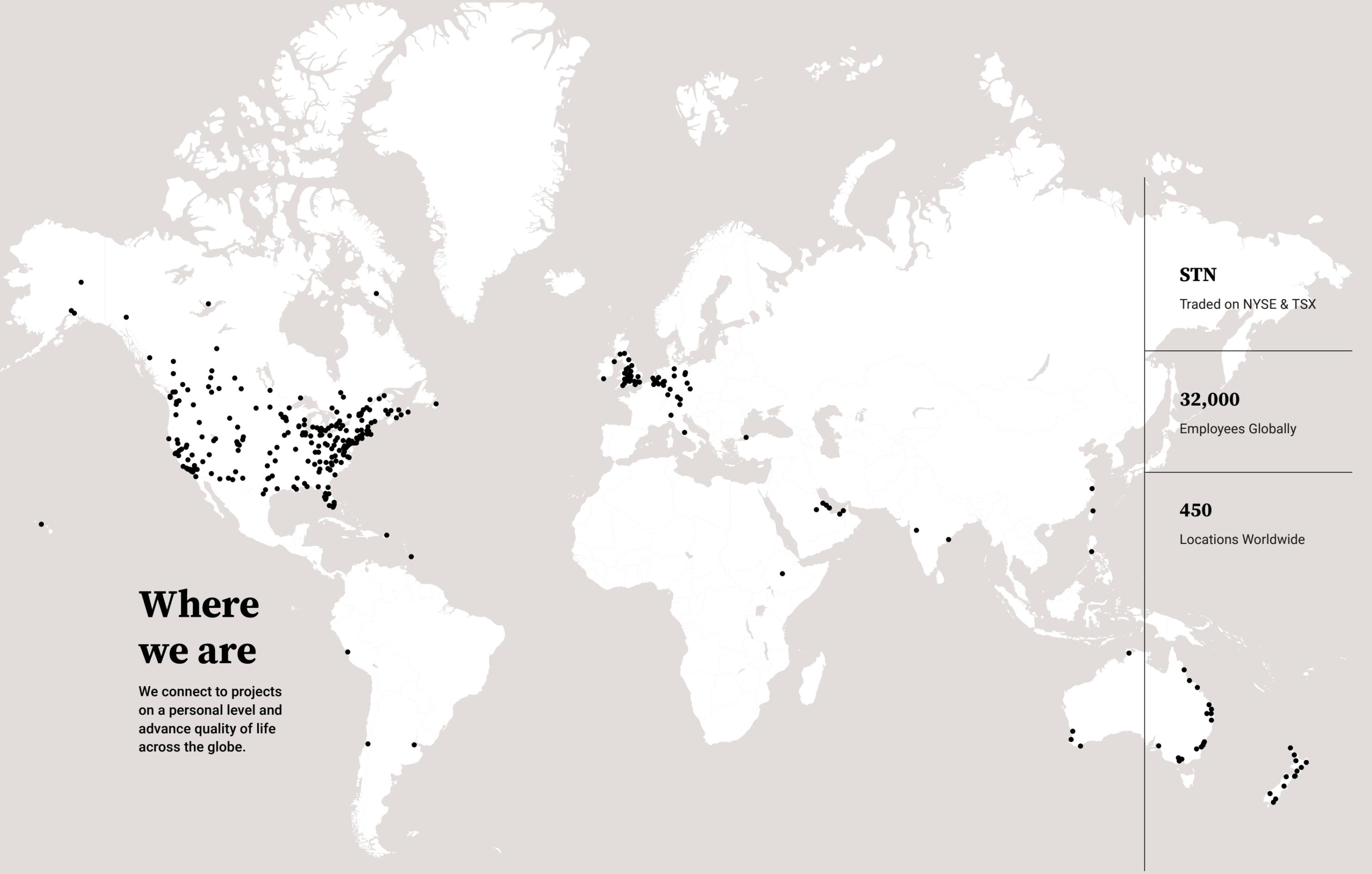
At Stantec, community means everyone with an interest in the work that we do—from our project teams and industry colleagues to our clients and the communities our work impacts. We have been working with our clients and communities in the UK for over 150 years. With around 4,000 people working in integrated regional teams across the UK & Ireland, we plan, design, deliver and manage the development and infrastructure needed to support the creation of sustainable, healthy and prosperous communities.

Our teams provide effective and relevant solutions, translating our client's vision into valued consents, deliverable plans for projects and programmes, and efficient designs for delivery, based on technical excellence and deep market insight. We deal with today's challenges, but also keep a fairer, better tomorrow in sight, looking at how we deliver clean growth, support radical changes in our economy and meet the needs of future communities.



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Where we are

We connect to projects on a personal level and advance quality of life across the globe.

STN
Traded on NYSE & TSX

32,000
Employees Globally

450
Locations Worldwide

Consulting excellence

The MCA Consulting Excellence scheme has established a common standard of consulting excellence for the UK's leading management consulting firms to adopt and strive towards. The scheme enables our clients and collaborative partners to be assured of our long-term pursuit of excellence in all that we do.

As a signatory of the scheme, Stantec commits to the MCA's fourteen principles, recognising the benefit of consulting excellence to our clients, our people and to the communities we serve.

At Stantec, our four core values underpin all that we do. We put people first, do what is right, are driven to achieve and are better together. We embrace the highest standards of personal and professional integrity and never compromise our business principles.



Our culture of excellence has recently been recognised within the UK consulting sector. In 2025, Stantec was named as one of the UK's best places to work by Glassdoor's annual Employees' Choice Awards. Glassdoor's recognition of our positive and inclusive culture is driven by feedback from our current and former colleagues. The key to our success? Collaborative interdisciplinary teams, ongoing professional development, and a strong focus on wellbeing. That's how we drive impactful projects and make real change.

Stantec has also been named 'Best place to work' and 'International consulting firm of the year' at the 2024 New Civil Engineer (NCE) Awards. A panel of 70 industry-leading professionals celebrated Stantec for driving innovation, quality and value for clients and communities in the sector. Our people-focused culture creates an environment where the best and brightest minds can thrive at Stantec, helping clients to solve tomorrow's problems today.



The success of our clients, communities, and people worldwide is our greatest ambition. We succeed when they succeed. Everything we do—from delivering solutions to clients to supporting our people's career goals—supports the success of our interested parties. Because when they are successful, we can be successful.



Ethical behaviour

Consulting Excellence firms work with clients, partners, employees and other stakeholders in an ethical way. This means:

1. We are responsible and good citizens.
2. We conduct our business ethically.
3. We foster an ethical culture.

At Stantec, we are defined by more than our services we offer. We are defined by what we stand for, what we believe and why we do what we do. We make a difference by creating communities, which encompasses everyone involved in our work—from clients across various sectors to the populations we serve and our dedicated employees.

Our **core values** guide us in all our endeavours. We prioritise people, ensuring that our work meets the distinct needs of our clients and the communities they live in. Safety is paramount, and we strive to create fulfilling careers for our employees, helping them achieve and surpass their personal goals. Integrity is at the heart of our operations, driving us to make the right choices even when they are difficult. Collaboration is key, as diverse perspectives and teamwork lead to extraordinary results. Our entrepreneurial spirit and determination propel us to deliver excellence and drive transformation in our work and ourselves.

Integrity means that we operate our business in a way that is open, honest, and responsible. Stantec recognises that we must uphold our values to gain and maintain the trust of employees, clients, investors, business partners, and the public. We expect our employees and supply chain to share Stantec values. If anyone sees or suspects unlawful actions or unethical behaviours, they are encouraged to call the Integrity Hotline (managed by a third party).

Stantec counts on employees to conduct business in accordance with high ethical standards. Our Code of Business Conduct sets requirements that colleagues are expected to follow in their day-to-day work with mandatory, annual ethics training. We commit to fighting corruption and anti-trust behaviours and prohibit employees from using Company funds to contribute to political candidates or parties. We also try to influence our supply chain with our Partner Code of Business Conduct. If anyone sees or suspects unethical behaviours, they are encouraged to call the Integrity Hotline. See Management Approach: [Ethics Compliance](#)



In 2022, Stantec also achieved an International Safety Award with Distinction from the British Safety Council in recognition of our continued commitment to providing and maintaining a safe, healthy and secure workplace for all our people. The vision of the British Safety Council is that no-one should be injured or made ill through their work. Our “Safer-Together”™ culture means that we are committed to ensuring that employee health and wellbeing is at the heart of our business.



In 2024 we were awarded the Order of Distinction (20 consecutive Golds) in the internationally-renowned Royal Society for the Prevention of Accidents (RoSPA), the longest-running industry awards scheme in the UK.

Client service and value

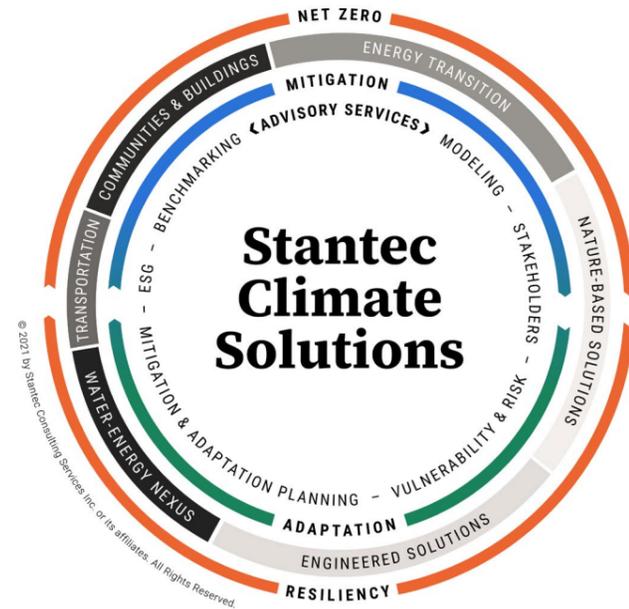
Consulting Excellence firms promote the highest standards of client service and value. This means:

4. We provide excellent consulting services which deliver the outcomes clients seek and need
5. We are transparent with clients and respond to their concerns.
6. We always strive to improve the value we can deliver to our clients.

Stantec empowers clients, people, and communities to tackle the world's greatest challenges. We excel in providing consulting services across various sectors, including **water, community development, energy, transport, and buildings.**

We are dedicated to delivering consulting services that meet and exceed client expectations. By harnessing the power of collective expertise, sector knowledge, data, technology, and strategic relationships, Stantec ensures that our services, solutions, products, and platforms generate long-term value for our clients.

Transparency is a cornerstone of our client relationships. We are committed to being open with our clients and addressing their concerns promptly and effectively. This approach fosters



trust and ensures that our clients feel heard and valued throughout our collaboration.

We continuously strive to enhance the value we deliver to our clients. This involves **exploring novel opportunities** including integrating advanced technologies, delivering innovative nature-based solutions and developing long-term actionable strategies for clients. Within our service delivery, we continually seek ways to improve efficiencies and outcomes. By prioritising professional development and fostering an environment of learning and growth, we ensure that our consultants are equipped with the latest skills and knowledge to provide exceptional value to our clients.

Our commitment to excellence includes managing environmental, social, and governance impacts, contributing social value through collaborative work, and supporting intellectual curiosity and emerging technologies.

Through collaboration, curiosity, and creativity, we transform challenges into opportunities, delivering smarter, more sustainable solutions that shape a better future. Our commitment to excellence includes managing environmental, social, and governance impacts, contributing social value through collaborative work, and supporting intellectual curiosity and emerging technologies.



Professional development

Consulting Excellence firms develop the capabilities of their consultants, provide career development opportunities and support the welfare of all their employees. This means:

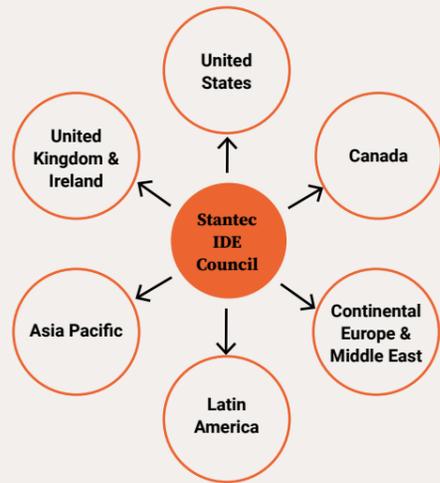
7. We undertake training and professional development planning each year.
8. We promote strong core consulting capabilities and specialisms in our consultants and teams.
9. We support our employees' career progression, professional development and welfare
10. We support the adoption of the Chartered Management Consultant (ChMC) Accreditation across the industry and champion its values.

At Stantec, we are committed to developing the capabilities of our people, providing **career development opportunities**, and supporting the welfare of all our employees. Each year, we undertake comprehensive training and professional development planning, which includes internal courses, eLearning, conferences, seminars, professional memberships, coaching, mentoring programmes, and on-the-job learning. Our career development and performance review process sets clear objectives, measures achievements, and identifies opportunities for professional growth.

We promote strong core management consulting capabilities and specialisms by leveraging the expertise of our professionals across our business. Our innovative approach at the intersection of community, creativity, and client relationships allows us to advance communities globally. Our professionals deliver the expertise, technology, and innovation needed to address the world's biggest challenges.

Our **Developing Professionals Group (DPG)** provides early career professionals with opportunities to engage deeply, shape their careers, and build meaningful connections. We focus on attracting, rewarding, developing, and engaging top talent to create a meaningful and impactful employee experience.

We also champion the adoption of the Chartered Management Consultant (ChMC) Accreditation across our business. This accreditation sets a standard of excellence for management consultants, ensuring that clients can confidently procure the services of qualified, trusted advisors. Our commitment to professional development aligns with the values of the ChMC accreditation, fostering a culture of continuous improvement and high standards.



Commitment to diversity and inclusion

Consulting Excellence firms are committed to diversity and inclusion within their workplace and workforce. This means:

- 11. We respect and embrace diversity and inclusion and understand the importance and positive benefit of people from different backgrounds working for our companies and our clients.
- 12. We recruit and retain people from a diverse talent pool and strive to build cultures where difference is valued, respected and celebrated at all levels. Furthermore, we are committed to developing diverse future leaders and ensuring their progression in the industry.
- 13. We support industry efforts to improve progress on diversity and inclusion, implementing best practice and monitoring the diversity of the consultancy sector workforce over time. This includes encouraging the collection of data to assess the effectiveness of D&I policies and participating in the MCA annual report.

At Stantec, we are deeply committed to **inclusion, diversity and equity** within our workplace and workforce. We respect and embrace diversity and inclusion, understanding the importance and positive benefits of having people from different backgrounds

working for our company and our clients. This commitment is reflected in our policies and practices, which aim to create an inclusive environment where everyone feels valued and respected.

We recruit and retain people from a diverse talent pool and strive to build cultures where differences are celebrated at all levels. Our recruitment practices are designed to attract top talent from various backgrounds, and we focus on creating an inclusive work environment that fosters a sense of belonging. We are dedicated to developing diverse future leaders and ensuring their progression in the industry through award winning initiatives such as our **Developing Professionals Group (DPG)** and various **employee resource groups (ERGs)**.

We actively support industry efforts to improve diversity and inclusion. We implement best practices and monitor the diversity of the consultancy sector workforce over time. This includes encouraging the collection of data to assess the effectiveness of our diversity and inclusion policies and participating in the Management Consultancies Association (MCA) annual report. Our Inclusion, Diversity & Equity (IDE) councils drive the creation of practices, goals, and objectives to help us achieve a workplace culture where every individual feels welcome and valued.

In 2025, Stantec UK&I ERG Network was awarded the Most Influential Employee Network & Resource Group (ERG) award at the Great British Workplace Wellbeing Awards. This prestigious recognition highlights our commitment to fostering an inclusive and supportive workplace environment. Our ERGs are open to all and form part of a global initiative to support colleagues in building connections and realising opportunities.





Commitment to sustainability

Consulting Excellence firms are committed to sustainable development within their organisations and their work with clients. This means:

14. We commit to ensuring that our firms operate in an increasingly sustainable way and strive to ensure that sustainability is considered by our clients in our work with them.

At Stantec, we are committed to **sustainable development** both within our organisation and in our work with clients. We embed sustainability into our corporate strategy and daily practices. This includes pursuing carbon neutrality, prioritising biodiversity, supporting circular economies, and delivering responsible development. Our commitment to sustainability is recognised through various accolades, such as being rated as a climate leader and being ranked the most sustainable corporation among our industry peers by Corporate Knights.

We also strive to ensure that sustainability is considered through our work with clients, in everything that we do. Our services focus on opportunities to support positive change, tackle the world's biggest challenges and deliver **social value**. We help our clients see their projects through a climate lens and act on what they find, integrating the natural and built environment to

transform the future and redefine what it means to be sustainable. Our work aligns with the **United Nations Sustainable Development Goals**, providing a framework for accountability in defining sustainability-related growth and development.

Corporate Sustainability

The UN Sustainable Development Goals (SDGs) provide the world with a concise definition of what a sustainable community looks like—from alleviating poverty and inequality, to providing access to clean water and energy, to protecting ecosystems on land and below water. For Stantec, the SDGs serve as a model for what it means to truly design with community in mind. The percentage of our gross revenue that comes from the SDGs we impact most has increased from 43% in 2019 to 62% in 2024.



At a Glance: Leadership and ESG

Leadership

Most Sustainable

Ranked most sustainable corporation among industry peers in the Corporate Knights Global 100 (sixth year on the list).

UN SDG Aligned Revenue:

Earned CA\$4.63 billion from work supporting our core Sustainable Development Goals (62% of 2024 gross revenue)

Climate Leader

Recognised by CDP for climate related progress (seventh year with A- score)

Environmental

1.5 °C SBTs

Progressed emissions reductions under our validated near-term science based targets (from 2019 to 2030)

Carbon Neutral to Net Zero

Achieved operational carbon neutrality for a third year and progressed towards net zero under the Canada Net Zero Challenge

Biodiversity Protector

Continued partnership with the UN Decade on Ecosystem Restoration

Social

Indigenous Climate Action

Donated sustainability-linked loan savings to Indigenous-led non-profits addressing climate action

Philanthropy

Donated CA\$60 million philanthropic donations commitment (from 2007 to 2030)

Governance

Women in Leadership

Recruited qualified leaders and are proud that 44% of our Board of Directors and 40% of our C-Suite are women

Climate-Focused Strategy

Progressed climate solutions and communities of the future strategic growth initiatives

Board ESG

Continued Board-level sustainability oversight with sustainability-linked executive compensation

Connect with us



Tim Williams
MCA Exec Sponsor



Ken Gedman
MCA Exec Sponsor



Dr. Martin Li
MCA Council Member



Kirsty Sim
Young MCA Council Member

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