

Equal Employment Opportunity (EEO) Policy

All employment practices and decisions including recruitment, hiring, promotion, compensation, benefits, training, and separation are made strictly based on merit, qualifications, and legitimate business needs, avoiding non-job-related preferential treatment.

We abide by applicable national and regional laws and regulations where we operate and are committed to fair and anti-discriminatory employment practices while providing a safe and professional work environment. Discrimination, bullying, and harassment, including sexual harassment, are against the law, against Stantec policy, and will not be tolerated.

We provide reasonable accommodation for employees and applicants with disabilities. Accommodation requests are encouraged and evaluated in good faith.

Stantec prohibits discrimination as described in local employment and discrimination laws on the basis of various protected characteristics which may include race, colour, ethnicity, visible minority¹, Indigenous peoples², national origin or ancestry, religion or belief, disability (visible or non-visible), medical condition, genetic information, marital status, civil partnership, familial status, sex, gender, gender identity, gender expression, gender reassignment, age, sexual orientation, pregnancy, maternity or military and veteran status³.

The foundation of this policy is to have a supportive and unbiased work environment where each individual can thrive, and to make employment decisions based upon merit and business needs. To ensure the effectiveness of this policy, it is crucial that any instances of discrimination are promptly addressed.

If you believe you have been discriminated against or witnessed another individual being discriminated against, you are urged to bring the matter to the attention of your supervisor and/or your regional Human Resources representative. You can also contact Stantec's [Integrity Hotline](#). All reports to the Integrity Hotline are treated as confidential.

¹ **Visible Minority** (Canada only) refers to persons other than Indigenous people, who are non-Caucasian in race or non-white in colour. The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and Japanese.

² **Indigenous Peoples** (Canada only) refers to First Nations, Métis and Inuit peoples who may also be referred to in legal writings as Aboriginal Peoples.

³ **Protected Veteran** (United States only) refers to the following categories: disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran and/or Armed forces serving medal veteran under the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA).