



## Quality Policy

### Policy

Stantec is committed to achieving quality outcomes by providing a disciplined and accountable framework for how we provide professional and project delivery services to our clients and communities.

### Practice

Stantec's ISO 9001-certified quality management practices and Project Management Framework are the cornerstone of Stantec's global Integrated Management System and have been adopted by Stantec as a means of helping the Company to:

- Reduce the risk and consequences of design errors
- Help us grow by promoting reliable processes
- Improve productivity and efficiency
- Promote the quality and reliability of our services
- Improve the financial performance of our operations
- Increase client confidence and loyalty
- Support regulatory compliance
- Promote climate resilience in our communities

*The executive leadership team will:*

- Establish, implement, and integrate the quality management system in their professional practice, business lines, and respective areas of responsibility
- Review business practices and performance against key performance indicators regularly to confirm our processes and systems are effective in delivering on our business goals
- Provide sufficient resources to produce professional deliverables that meet the requirements of our clients, licensing authorities, and the accepted professional standard of care
- Promote and communicate that quality is the responsibility of every employee
- Consider client and employee feedback to drive improvements

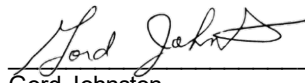
*Project managers and professionals of record will:*

- Respond effectively to client needs by taking the time to understand and document their requirements and concerns
- Follow the requirements established in the Project Management Framework
- Conduct appropriate quality assurance checks and independent reviews on professional deliverables relied on by others

*Every employee will:*

- Be trained and competent to perform the duties required by their specific role
- Continually develop their skills, knowledge, and experience to remain current with developments in their respective fields
- Understand the importance of the quality management system and their responsibility in the achievement of quality on project outcomes

The Integrated Management System will be monitored, evaluated, and enhanced regularly by executive leadership, with regular reporting and communication on the status and effectiveness across the organization.



Gord Johnston  
President & Chief Executive Officer

December 1, 2025

Date Reviewed and Signed