



# Stantec



## **We are better together.**

Stantec's goal is to recruit, motivate, and develop our employees with diverse ranges of talents and perspectives to ensure that we have the breadth of viewpoints, experiences, and intellectual skills needed to succeed across our global environment. Diversity expresses itself in many different ways in age, gender, race, culture, sexual orientation, religion, belief, education, physical ability, personality, experiences and approaches to work. We aim to maximize each employees' potential by valuing these differences and creating a productive environment by which our talents are fully utilized and organizational goals are achieved.

## **Employment Equity & Equality**

The principle of employment equity is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability.

## **Diversity and Inclusion**

At Stantec, we create opportunity by inviting, embracing and celebrating differences. This mission helps us meet the needs of our employees, clients, suppliers, shareholders, and communities, is supported throughout our organization, and is reflected in our value statements:

- We put people first
- We are better together
- We do what is right
- We are driven to achieve

At Stantec, we recognize that:

- **Diversity and inclusion create an atmosphere of trust and respect.** This depends significantly on the relationships we have with each other and our communities. Diversity awareness and skill building sets the groundwork for an inclusive environment where we can do our best work and serve our clients to the best of our ability.
- **Diversity is good for business.** Diversity management practices can help lead to employee commitment and engagement, and provide a broader and deeper base of creative problem solving and decision making. Research shows that homogeneous teams are less likely to produce innovative solutions. A diverse workforce that includes individuals of different ages, genders, sexual orientation, abilities, and cultural backgrounds will overcome challenges and develop creative solutions through the group's wealth of experiences and perspectives. This means improved services for our clients, and a workplace where all our employees can thrive.
- **Diversity is important because Stantec is changing.** As we continue to grow globally, understanding of cultural differences and an ability to deal effectively with partners from different cultures will be critical. Being responsive to our diverse employees' needs will allow us to better address the changing demographics of our workforce and stay competitive.

Committed to our mission, we strive to foster a workplace where employees are valued based on their abilities, talent, and potential.