

Modern 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 accounts for the financial year ending 31 December 2024 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, planners, consultants, scientists and architects to bring water and infrastructure projects to life. With over 4,000 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 over 32,000 employees in over 450 offices across six continents and engages in engineering, construction, financing and management of the world's largest and most significant water, infrastructure, buildings and natural resources projects.

Our supply chains 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 supply chains 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. This is also supported by our worldwide Human Trafficking and Modern Slavery Policy and ethics and compliance annual training to all staff.

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 conducting business ethically and within the applicable laws.
- Specific Ethics & Compliance department which monitors our global compliance.
- Provided updates and links to awareness training available online to all staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business.



- Integrity Hotline for our employees and sub-consultants acting on our behalf to report any suspected violation of our policy.

We review the effectiveness of the steps taken during the year and involve commercial, finance, procurement, legal & HR as part of the team ensuring we comply with Modern Slavery along with the operations team. The teams continue to analyse existing structures and supply chains better and establish a framework to monitor internal compliance as well as our supply chain's compliance.

As such, we will continue to:

- Carry out audits of any high-risk elements of our supply chain 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.

Approved by the directors of Stantec UK Limited and signed on their behalf byof

Cath Schefer.

Cath Schefer
Executive Vice President and Chief Operating Officer, Global

Date: 1st June 2025