



Indigenous Relations Practice

Stantec is committed to building and maintaining respectful and successful relationships with Indigenous Peoples and their communities.

At Stantec we share responsibility for establishing and maintaining mutually respectful relationships with Indigenous Peoples. Stantec recognizes and respects Indigenous Peoples' traditional ways and the relationship they have with the land.

Our Core Values and the following principles will guide this practice:

We put people first

- Recognize the cultural history, diversity and distinctiveness of Indigenous communities
- Support and foster respect and understanding of Indigenous culture and traditions among our employees and contractors
- Develop employment opportunities and practices that foster a welcoming and progressive environment for Indigenous employees
- Provide opportunities for equitable access to employment, training, and education opportunities for Indigenous Peoples within Stantec

We do what is right

- Engage with Indigenous communities to develop capacity through job training, postsecondary education support and employment initiatives
- Engage and seek collaboration and foster relationships with national and global leaders in Indigenous engagement to inform strategy and policy

We are better together

- Provide opportunities for equitable business development through relationship building and partnering
- Provide Indigenous cultural awareness training opportunities to leaders and employees working with Indigenous communities

We are driven to achieve

- Commit to work with Indigenous Peoples to progress sustainable benefits through employment of Indigenous personnel, partnerships, and participation in Indigenous industry associations
- Enhance Indigenous community engagement strategy

Stantec is committed to providing ongoing support such that our approach to business with Indigenous Peoples and communities advances the above principles.