

Management Approach: Community Engagement

Stantec is passionate about creating strong, vibrant communities, and we aim to make a difference in the places where we live and work. For our community engagement activities, we look for strategic partnerships that focus on promoting environmental protection and social value. Stantec looks to empower communities while recognizing that each community has unique needs and opportunities.

Commitments and Practices

Stantec's pledge to donate up to 1% of our annual pretax profits to charitable and nonprofit organizations is reflected in our [Community Engagement Policy](#). We have [committed](#) to invest a total of \$60 million to community organizations from 2007 to 2030.

In Our Operations

Worldwide, Stantec operations participate in a variety of community engagement activities.

Funding Pillars

Stantec's annual donations are categorized under [four funding pillars](#):

- **Arts:** We contribute to the arts in the communities where we live and work by supporting visual and performing arts organizations, museums, art education programs, symphonies, and public media.
- **Education:** We support youth in their pursuit of higher education through scholarships and educational programs. We also partner with schools and businesses to help students pursue education or training in STEAM¹ disciplines.
- **Environment:** Our support for the environment is focused on programs related to sustainable development, environmental responsibility, biodiversity protection, energy efficiency, air quality, and climate change.
- **Health and Wellness:** We focus on supporting credible and recognized health charities including national, provincial, or state charitable health organizations, regional hospitals, and health centers.

Employee Volunteering

We want our employees to thrive at work and within their communities. Volunteer activities help our communities, emotionally connect employees to Stantec, and inspire employees to have fun and make a difference in the world.

Stantec supports a variety of programs:

- Annually, we hold a signature Company-sponsored volunteer event, Stantec in the Community Week.
- We volunteer throughout the year as part of our support for underrepresented groups.
- We encourage employees to take part in initiatives that support their personal causes. Under our Dollars for Doers Program, we donate up to \$500 to a charity if an employee spends a minimum of 25 hours volunteering for that charity.

¹ STEAM: Science, technology, engineering, art, and math.

Scholarships

At Stantec, we believe in the power of education to create opportunities and drive positive change. By providing financial support to students, we help ease financial burdens so they can focus on completing their studies and pursuing rewarding careers.

Each year, Stantec contributes \$400,000 in scholarships through educational institutions and partners, supporting students in STEAM fields around the world. Our long-standing partnerships with educational institutions also help us invest in future industry leaders. Through collaboration with colleges and universities, we support research, mentorship programs, and career development initiatives that create lasting benefits for students and communities.

Strengthening Communities through Partnerships

Stantec collaborates with a wide range of not for profit organizations that share our commitment to the arts, education, environment, and health and wellness. These partnerships connect students, professionals, and underserved communities with valuable resources, training, and opportunities.

Through strategic community engagement, we emphasize the importance of relationship building and partnership. A few of the organizations we work with include the ACE Mentor Program, Habitat for Humanity, Feeding America, Canadian Mental Health Association, Nature Conservancy, Society of Women Engineers, WaterAid, Oxfam, and many more.

Annually, we provide holiday giving support of \$150,000 to global charities and organizations around the globe, chosen by employees, to provide vital support to our communities.

Additionally, Stantec maintains dedicated partnerships focused on supporting Indigenous communities. These initiatives help build capacity, create meaningful career pathways, and contribute to long-term community sustainability.

Supporting Clients

Meaningful engagement with interested parties is also an integral aspect of our project delivery, which is formalized through our Project Management Framework. Stantec employs and partners with a diverse network of communication experts, social scientists, and inclusion specialists to develop and implement targeted and tailored communication, outreach, and advocacy strategies. We approach engagement with interested parties in an integrated manner to ensure that communication and policy strategies are closely coordinated with and support the technical elements of the project at hand.

Stantec's SocioEconomic-Equity Network (known as SEEN) connects subject matter experts to further best practices on topics such as equitable public engagement, environmental justice, and social inclusivity in the built environment.

With Our Supply Chain

While Stantec does not explicitly ask our suppliers or business partners to participate in community engagement activities, we do take this under consideration when selecting suppliers and prioritize those that have a positive local community impact.

Accountability

Stantec has successfully met our community engagement aspirations if we make our monetary donation goals and have high employee participation in our volunteer activities.

Material Topic / Value Chain Nodes Covered:

Community Engagement / Operations, Downstream (Clients), Upstream (Supply Chain)

See all [Stantec Management Approaches](#)