

## Management Approach: Indigenous Relations

At Stantec we are committed to building and maintaining respectful and sustainable relationships with Indigenous Peoples and communities. This is accomplished by recognizing, supporting, and respecting the diversity and distinctiveness of the cultures of our Indigenous employees, Indigenous partners, Indigenous clients, and the Indigenous businesses we work with. Our relationships with communities and awareness of Indigenous cultures and histories are vital to our ability to deliver effective and sustainable project design and solutions.

### Commitments and Practices

Shortly after Stantec's founding in 1954, our project work expanded from Edmonton, Alberta, to northern Canada. Since then, building and maintaining positive relationships with Indigenous Peoples has been a Company tenet.

Recognizing that Indigenous Peoples are the original stewards of the land and guardians of the water, Stantec is always looking for ways to build stronger connections with Indigenous communities. Our [Indigenous Relations Practice](#) is grounded in the collective histories of the companies that built Stantec, as well as the global histories of Indigenous Peoples.

Stantec's approach to Indigenous Relations consists of four pillars that integrate Stantec's core values.



### In Our Operations

Stantec creates opportunities for Stantec employees to connect and learn about Indigenous histories, cultures, and values. These connections help foster empathy and understanding and creates a workforce that is more inclusive of Indigenous Peoples, and ultimately, makes Stantec more inclusive overall. By learning more about the past, we are in a better position to conduct ourselves in a respectful manner and play a positive role in reconciliation.

Our formal programs are focused within Canada, the United States, Australia, and Aotearoa (New Zealand) with informal touchpoints to other regions where we operate. Indigenous Relations teams build relationships, provide cultural advice, enable collaboration, and bridge the gap between industry, government, and Indigenous communities.

### Globally

Stantec maintains an Indigenous Connections employee resource group as a platform for Indigenous employees to connect around the world and for all employees to learn about Indigenous histories, cultures, and values.

Annually, we celebrate a variety of Indigenous-based observances including Matariki – Māori New Year and Te Wiki o te Reo Māori/Māori Language Week (New Zealand), National Reconciliation Week and NAIDOC Week (Australia), National Indigenous History Month and Indigenous Peoples Day, National Day for Truth and Reconciliation Day (Canada), and Native American Heritage Month (United States). In North America, we are members of [Advancing Indigenous Peoples in STEM](#) Advisory Council, presenters at their National Gatherings and Conferences and, for the past five years, we have been recognized as a Top 50 Workplace for Indigenous STEM Professionals, **Winds of Change** magazine.

Globally, we promote STEM<sup>1</sup> awareness in the education system with organizations and schools for K-12 students and in post-secondary institutions, so we work at breaking down barriers and creating opportunities for local talent.

## Canada

To enhance Indigenous cultural understanding within Stantec and continue on our path of reconciliation, we have finalized our Reconcili-Action Plan and continue Indigenous Cultural Awareness training in partnership with the First Nations University of Canada and Four Seasons of Reconciliation.

Stantec is a member of the Canadian Council for Indigenous Business (CCIB), which promotes Indigenous relationships and an economy based on shared prosperity. We are [Bronze certified](#) through CCIB's Partnership Accreditation in Indigenous Relations (PAIR) program. The PAIR program is a federally recognized certification program and framework for the successful implementation of Indigenous relations within an organization through the pillars of Leadership, Employment, Business Development and Community Engagement. The multi-year PAIR certification signals to Indigenous communities that a company is a good business partner, supports a workplace that is inclusive of Indigenous Peoples, and is committed to playing a role in the growing prosperity of Indigenous communities.

## United States

Our focus on promoting STEM education begins at the K-12 level through our school business partnership with the Alaska Native Cultural Charter School and Alaska Resource Education. Our STEM outreach continues through the university level via scholarships for Indigenous students.

We also have a business partnership with the Alaska Native Village Corporation Association to foster our connection with Alaska Native communities and to promote delivering technical services with the local expertise of our partners.

## Australia

Stantec annually celebrates National Reconciliation Week and NAIDOC Week and maintains Stantec's [Innovate Reconciliation Action Plan \(RAP\)](#) for 2024-2026. The Stantec RAP Working Group implements this across the Australian business, made up of membership from employees across business lines, leadership levels, and both First Nations identifying staff and allies.

We also focus on future generations of STEM professionals, partner with Engineering Aid-Australia to support Indigenous high school students with an aptitude for math and science education, and offer networking and internship opportunities. Each year, Stantec supports two Indigenous Australia Engineering School (IAES) programs where First Nations school students from across the country complete a week-long program designed to inspire engineering as a pathway for employment and career.

We regularly seek opportunities to connect with local Aboriginal Land Councils to ensure we are connected to ensure we are connected to the traditional lands, or Country, that our offices reside on. Each of our offices in Australia has the original Aboriginal and Torres Strait Islander Country AITSIS Map proudly displayed, to promote cultural learning and awareness.

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<sup>1</sup> STEM: Science, Technology, Engineering, and Math.

## Aotearoa (New Zealand)

In Aotearoa (New Zealand), we appointed a Pou Ārahi Māori cultural leader. Our offices hold in person and virtual events to celebrate Matariki – Māori New Year. We celebrate Te Wiki o te Reo Māori/Māori Language week through daily cultural sessions to include Māori language movement, pepeha (introducing yourself), pronunciation, and the application of traditional knowledge to our practices.

We also support Māori and Pasifika people in obtaining meaningful qualifications, apprenticeships, and quality sustainable employment in the infrastructure and construction sectors through Te Pūreke Rangatahi.

Our staff engage in cultural awareness opportunities and learnings through our in-house cultural induction series.

## Supporting Clients

Stantec has demonstrated success in working alongside, and in partnership with, Indigenous peoples to achieve positive project outcomes. We have experience working with Indigenous communities on behalf of our clients and with Indigenous communities as our clients.

## Cultural Services

Stantec offers [Indigenous services](#) as part of our cultural and social sciences offerings. Through Indigenous consultation and engagement programs; advisory and regulatory services; facilitation services for gathering Indigenous knowledge and traditional land use studies; and training and development, we help our clients develop productive relationships with Indigenous communities and mitigate potential adverse project effects. We also build and help execute Indigenous inclusion programs on our projects. In the process, we create opportunities for Indigenous peoples to benefit from the work we do together.

## Indigenous Business Partnerships

In Canada, for more than 20 years, Stantec has been the minority partner in numerous [Indigenous Business Partnerships](#). These are built on a foundation of mutual respect, common goals, opportunities for employment, and an understanding of the local community. Stantec has 13 Indigenous Business Partnerships across Canada, that are stand-alone entities of which Stantec is the minority owner with one or more Indigenous partners being the majority owner(s).

In the United States, Stantec continues to work collaboratively with Alaska Native Tribes, Corporations, and non-profit organizations for federal government contract opportunities and other business relationships. We proudly work with 11 Alaska Native organizations through our Alaska Native Program. We also participate in the Small Business Administration Mentor Protégé Program through our OE-Stantec joint venture with Oneida Environmental, LLC.

Our Indigenous Business Partnerships enable Stantec to

- Generate revenue for our Indigenous partners to support community economic growth
- Connect clients to local resources
- Combine the local knowledge of our partners and partner communities with our technical capabilities to deliver projects on Indigenous lands and traditional territories
- Provide local Indigenous community members with opportunities to build capacity through employment, training, and hands-on skills development

- Build longer-term opportunities for community members to build on existing skill sets and take on roles with increasing levels of responsibility on our projects
- Exposure to career development opportunities with Stantec
- Cross-cultural learning and knowledge exchange between Indigenous partners, Stantec, and clients

## With Our Supply Chain

As a part of our supplier diversity program, Stantec purposely focuses on working with Indigenous businesses. Having Indigenous businesses in our supply chain helps us fulfill our promise to foster community development and aligns with our values.

In Canada, we are a founding member of [CCIB's Procurement Champions Group](#) and are actively working to increase Indigenous procurement by streamlining processes to make it easier for Indigenous businesses to work with Stantec. In Australia, we partner with organizations to promote and grow the Aboriginal and Torres Strait Islander business sector through supplier diversity, including GaWun Supplies and Kinaway Chamber of Commerce. Stantec also partners with Supply Nation to continually review opportunities to diversify our procurement practices.

## Accountability

Stantec deems our Indigenous Relations program successful when we maintain positive relationships with the Indigenous communities connected to our projects and partnerships.

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### Material Topic / Value Chain Nodes Covered:

Indigenous Relations / Operations, Downstream (Clients), Upstream (Supply Chain)

See all [Stantec Management Approaches](#)