



Name: Stantec Inc

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Industry: Engineering

Corporate address: 10160 - 112 St., Canada, Alberta, Edmonton,

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## Description

The Stantec community unites more than 13,000 specialists working in over 200 locations. We collaborate across disciplines and industries to make buildings, infrastructure, and energy and resource projects happen. Our work—professional consulting in planning, engineering, architecture, interior design, landscape architecture, surveying, environmental sciences, project management, and project economics—begins at the intersection of community, creativity, and client relationships.

Since 1954, our local strength, knowledge, and relationships, coupled with our world-class expertise, have allowed us to go anywhere to meet our clients' needs in more creative and personalized ways. With a long-term commitment to the people and places we serve, Stantec has the unique ability to connect to projects on a personal level and advance the quality of life in communities across the globe. Stantec trades on the TSX and the NYSE under the symbol STN.

## **WHAT WE DO.**

When we take on a project, we see more than a building, road, or resource. We see an opportunity to make lasting connections with the people and places we serve. We see potential ways to overcome design challenges with creative problem solving. We see a chance to better our community.

Collaborating across disciplines and industries, we provide architectural, engineering, and environmental services that begin at the intersection of community, creativity, and client relationships.

**Our Sectors:** Airports Attractions, Arts, & Entertainment Bridges Commercial Community Development Community Facilities Education Federal Government Healthcare Industrial Buildings Mining Municipal Government Oil and Gas Power and Energy Public Safety Roadways Science & Technology Sports and Recreation State/Provincial Government Transit & Rail Water



### **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:** 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** :Our mission is to shape the diversity of our workforce, equitably and inclusively across 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.

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Diversity.com is the most trusted and affordable resource for any organization in search of diverse professionals, managers and executives. Founded in September 2000, Diversity.com is a privately held, 100% African American family owned small business with headquarters in Atlanta, GA. We market our recruitment services nationwide to all types of industries, organizations and communities with particular emphasis on attracting talented science, technology, education and medical savvy men and women.