



STANTEC UK BUSINESS CONTINUITY PRACTICE

Stantec UK, recognises the need to establish resilience against business disruption.

Stantec has implemented a business continuity practice to ensure continuity of its operations and achievement of its business objectives in the event of a business interruption.

Our Enterprise Risk Management process identifies potential threats to business continuity. We have appointed a Gold Team who evaluate the risks and devise an appropriate course of action. They are supported by a Silver Team, who are responsible for implementation of the plans.

The Gold Team has defined the following business objectives in the event of a business interruption at any Stantec UK Office. We strive to:

- Ensure staff safety, welfare and benefits
- Minimise disruption to clients, employees and services
- Provide for continuity of the activities essential to business
- Maintain business reputation, assets, market position and viability
- Re-establish all business systems as quickly as possible

Stantec UK will maintain Emergency Response Plans to allow all its offices and critical business processes to continue to operate in the event of an unplanned business interruption.

Emergency Response Plans:

- Identify and plan for potential risks
- Identify Incident Management authorities and competencies
- Periodically validate each specific plan to maintain and improve resilience
- Align with the requirements of ISO 22301-Business Continuity

The business processes that deliver these objectives are evaluated for each of our office locations and Emergency Response Plans are developed to ensure the critical business processes can continue to function. Specific Emergency Response Plans are held for each location which identify the people and physical resources required to facilitate protection of these critical processes from disruption. All Emergency Response Plans are maintained and regularly reviewed to identify opportunity for improvement. The impact and risk profile will be periodically reviewed to confirm the high level business objectives and the business continuity approach.

Stantec UK is committed to the on-going review, development and application of this plan, and to implementing a program of continual improvement.

Cath Schefer
Executive Vice President
and Chief Operating Officer,
Global

Signed Cath Schefer
Dated 3rd February 2022