Stantec is committed to being a leader and model of sustainability by doing business in a way that meets the needs of the present while contributing to an environmentally, socially, and economically sustainable future. Our Sustainability Policy affirms that this long-standing commitment is at the heart of how Stantec operates and how we deliver solutions to our clients. Our Sustainable Development practice area expands and coordinates our sustainability consulting services, as well as our company-wide sustainability internal operations performance improvements, reporting, education, and engagement programs.

**Sustainability Consulting and Design Services**
Stantec is a recognized leader in sustainability design and consulting because of our ability to provide integrated, multidisciplinary consulting services at every scale of built, natural, and organizational environments—from strategic policies, programs, and frameworks for business and communities to building and infrastructure planning, design, implementation, commissioning, monitoring, and verification programs. We are architects, engineers, planners, scientists, urban designers, project managers, and management consultants who are committed to demonstrating leadership in sustainability and encouraging responsible stewardship in every area of practice and across the value chain.

**Strategic Sustainability Services** – Drawing on our business planning and management disciplines, we help organizations integrate corporate and sustainability objectives spanning governance, strategy, communication, reporting, stakeholder engagement, community investment, and ultimately top line and bottom line excellence.

**Sustainable Community and Land Planning** – Applying our broad community, regional, and urban planning and consultation experience, we offer integrated or topical sustainability planning solutions to urban and rural communities.

**Climate Change** – Our range of technical and advisory services specifically address challenges associated with climate change including greenhouse gas emissions quantification and verification, mitigation planning, and adaptation strategies.

**Energy and Resource Management** – We provide technical services for the assessment, planning, design, and implementation of alternative, renewable, or district energy and other integrated resource management initiatives.

**Natural Systems** – Stantec professionals provide assessment, planning, design, ecological engineering, reporting, and monitoring related to natural systems as the primary means to protect, enhance, or reclaim ecological integrity, biodiversity, and carrying capacity.

**Building Performance** – Stantec offers architecture and engineering solutions to advance our clients’ sustainable building performance objectives through leading-edge design, modeling, policy development, auditing, commissioning, measurement, verification, and evaluation.

**Water** – Recognizing the essential importance and threats to precious water resources, Stantec applies our broad expertise to significant conservation, quality, management, and ecological challenges.

**LEED® Project Highlights:**
Stantec has one of the largest integrated building design teams in North America, with hundreds of LEED Accredited Professionals. To date, more than 150 of our consulting and design projects have achieved LEED certification; hundreds more are LEED registered.

Stantec staff serve as members of the Canada Green Building Council (CaGBC) Faculty, providing training in LEED products and on Technical Advisory Groups for the CaGBC and the United States Green Building Council (USGBC), providing input for the development of new LEED products.

Stantec has achieved certifications for a range of LEED rating systems including new construction (NC), commercial interiors (CI), existing buildings (EB), core and shell (CS), neighborhood development (ND), and LEED for schools certifications, and we regularly pilot new system categories.

We’ve provided design and sustainability consulting for several ground-breaking, “beyond platinum” net-zero energy buildings.

Note: Leadership in Energy and Environmental Design (LEED®) is a rigorous independent third party designation which recognizes buildings for their incorporation of green design principles.
**Sustainable Operations**
In addition to assisting our clients with meeting their sustainability goals, we are continually working to improve the environmental and social impact of our own organization. Reporting on our sustainability performance and goals ensures that Stantec remains transparent and accountable.

**Sustainability Reporting**
We released our first annual sustainability report in 2007. These comprehensive reports outline our goals and performance in areas of environmental, social, and economic sustainability. They are prepared in accordance with the internationally accepted framework of the Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines.

**Carbon Footprint and Carbon Disclosure Project**
Stantec reports to The Climate Registry (TCR)—a North America-wide organization based in California that sets consistent and transparent standards for calculating, verifying, and publicly reporting GHGs. Stantec is a founding member of TCR, and is now recognized as a transitional reporter. Stantec also reports to the Carbon Disclosure Project (CDP), a data collection registry developed to accelerate solutions to climate change.

**Environmental Footprint**
Stantec has joined leading companies in its industry by taking the initiative to evaluate its impact on the environment. Stantec collects office level data, which incorporates performance information related to waste, water, energy, and materials use. This program provides the basis for monitoring, reporting, and performance improvement initiatives.

**ISO 14001**
Under the direction of Stantec’s executive leadership, we are developing a company-wide environmental management system and will seek certification to the ISO 14001:2004 Environmental Management System standard in 2011. This verification process will assist Stantec in proactively monitoring, tracking, and setting reduction goals to improve internal environmental performance.

**Operational Highlights**
- Fourteen Stantec offices are either LEED-certified or LEED-registered.
- We’ve implemented programs to reduce waste and are moving towards a more paperless workplace via measures such as increased use of electronic forms for invoicing and direct mail, and reduced printing of investor relations and marketing materials.
- Most of our corporate publications, branded paper products, and marketing materials use paper with at least 80 percent postconsumer recycled content.
- In 2008, we implemented a new energy savings program which automatically puts the majority of computers across the Company into hibernation mode every evening and weekend.
- We have a “green line” of eco-friendly promotional items, which includes products that are reusable, organic, biodegradable, energy efficient, or made from recycled materials or natural ingredients.
Employee Sustainability Education and Engagement Program
An integral component of our sustainability strategy is a company-wide sustainability education and engagement program. The program focuses on participation, learning, and action and includes online materials as well as monthly events and activities, which are administered by local sustainability teams in each office.

Highlights:
• Sustainability Teams: More than 80 of our offices have established Sustainability Teams—voluntary groups of employees that meet regularly to help facilitate internal efforts. They recommend, initiate, and implement ideas for performance improvement projects locally within their office.

• Stantec Cool Commute Challenge: In 2007, Stantec launched an annual company-wide sustainable commuting event. This friendly inter-office competition encourages employees to use more sustainable modes of transportation, such as cycling, walking, transit, carpooling, or telework. More than 2000 employees from some 100 offices participated in the 2010 event, logging an incredible 510,000 miles/825,000 kilometers.

Community Investment
Stantec is committed to supporting growth in the communities where we live and work through the enhancement of knowledge, prosperity, health, and quality of life. In particular, we support endeavors in the arts, education, the environment, and health and wellness.

The objective of our Community Investment program is to donate one percent of our annual pretax profits to charitable and nonprofit organizations through direct cash contributions or services in kind. We also encourage personal charitable giving by employees, promote and facilitate employee volunteerism, and participate in local community events.

Through our Stantec Scholarship Program we partner with dozens of postsecondary educational institutions across North America, providing mentorship opportunities and connecting engineering and architecture students with professionals in order to help them develop the skills necessary to succeed in their careers.
Research & Development Fund Program

Effective research and development keeps Stantec at the leading edge of new technologies and emerging markets, while strengthening partnerships with academic, government, and commercial partners. Stantec maintains an internal R&D fund that supports priority scientific, technical, and design R&D initiatives by our staff, helping to advance state-of-the-art solutions in sustainability.

For example, we’ve provided funding to underwrite a municipality’s demonstration rain garden project and to develop a sustainability calculator that helps users better understand the triple bottom line impact of projects and aid in the evaluation of land use options.

For more information on our services, please contact:

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External Recognition

Stantec’s commitment to sustainability is often recognized externally. Our sustainable design projects win many awards from widely-recognized programs, including Canada’s Green Building Awards, the American Institute of Architects Committee on the Environment (AIA/COTE), the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) International Technology Awards, the American Council of Engineering Companies, the Canadian Consulting Engineers Council, the Canadian and American Society of Landscape Architects, and the American Public Works Association.

We have also gained recognition for our commitment and excellence in sustainability by inclusion in the following rankings and indices:

2011 – Awarded accreditation by the American National Standards Institute (ANSI) for verification of assertions related to greenhouse gas emissions.

2010 – Recognized by the Carbon Disclosure Project (CDP) as a Carbon Disclosure Leader for comprehensive responses and exceptional disclosure practices related to carbon emissions and climate change management strategies.

2010 and 2009 – Named one of Canada’s 50 Most Socially Responsible Corporations by Jantzi-Sustainalytics Research and Maclean’s magazine.

2011 and 2010 – Recognized as one of Canada’s Greenest Employers by MediaCorp Canada.

2009 – Earned a spot on the Cleantech 10, an annual ranking of companies making a significant impact on resource efficiency and the environment, compiled by Corporate Knights magazine.

2007 – 2011 – Included in the inaugural Jantzi Social Index® (JSI) and we remain on this list today. Compiled and maintained by Jantzi Research, the JSI is a socially screened, market capitalization-weighted common stock index modeled on the S&P/TSX 60. It consists of 60 Canadian companies that pass a set of broadly based environmental, social, and governance rating criteria.