

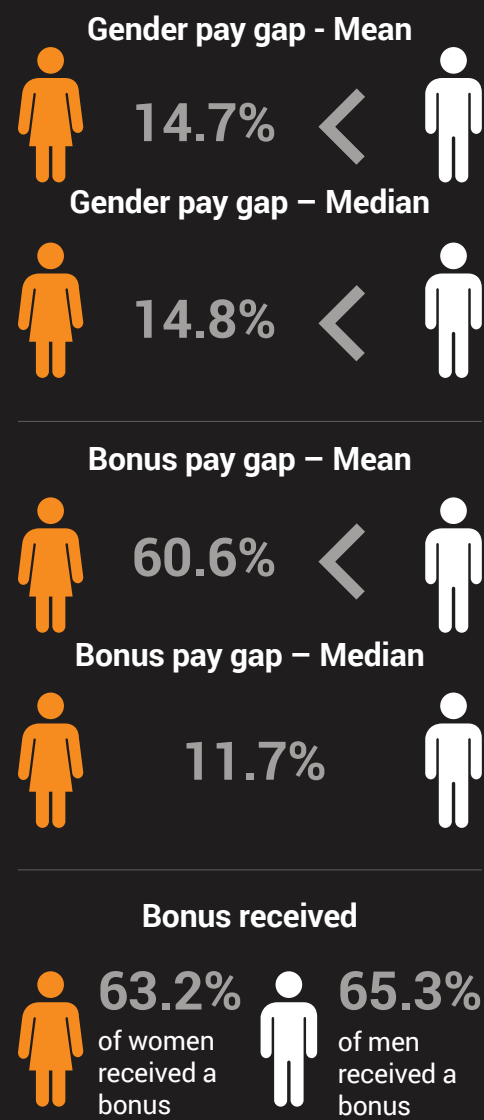


Gender Pay Gap Statement 2021

Stantec UK Ltd

Stantec Facts and Figures

We have calculated all these figures by using our existing Human Resource and payroll records:



Gender Pay Gap Reporting and Requirements of the UK Government

In 2017, the UK Government introduced a mandatory requirement for all organisations in the UK with 250 or more employees to report annually on their gender pay gap. The gender pay gap is a high-level snapshot of pay within an organisation and is calculated as the difference between the average salary of all the men and the average salary of all the women in a workforce.

The Government Regulations require the pay gap information to be reported in a particular way:

1. Mean gender pay gap - Ordinary pay
2. Median gender pay gap - Ordinary pay
3. Mean gender pay gap - Bonus pay
4. Median gender pay gap - Bonus pay
5. The proportion of male and female employees paid a bonus
6. Proportion of male and female employees in the lower, second, third and higher pay quartiles

The objective of the reporting is to identify if gender pay gap exists within an organisation and if so, act as a trigger for further investigation about the reasons why the gap exists.

Understanding Stantec's gender pay gap

Stantec's current (mean) gender pay gap is 12.5% which differs from last year's 20.31% gap. As a comparison the UK Government figures show a national average (mean) gender pay gap of 17.3% in 2019. Gender pay reporting was suspended nationally due to the Covid-19 pandemic in 2020.

Whilst it is obviously encouraging to see a decreasing gender pay gap, it's important to acknowledge the impact that the pandemic, and specifically the Furlough Scheme has had on our results. During 2020 we furloughed a number of roles (both male and female), many of which were at the lower end of the pay spectrum. This means for the purposes of the gender pay gap calculation, those employees were excluded. Notwithstanding the efforts the company has made, we are aware that our results look artificially more favourable to women because of the furlough situation.

It is also important here, not to confuse gender pay gap with equal pay. Equal pay, where men and women receive equal pay for equal work, is a long-established principle in the UK and Stantec pays men and women equally for the same role.

Where we go from here

Closing our gender pay gap is a challenge we take seriously, especially in an industry which is traditionally more male than female. But as we continue to create supportive networks internally and learn how to better showcase our values, we are making progress.

We understand that to be an employer of choice for women, it's not just the pay that needs to be attractive – it's every part of life at Stantec.

Unconscious Bias Training for 2021

Since the pandemic we have adapted our learning and development content. We now deliver our UB training in a virtual class environment, as well as our 'anytime' 'anywhere' content on diversity and inclusion.

Our values are about putting people first, and we believe regular and thoughtful training will create safe spaces of work for all. UB in particular helps us to identify previously hidden barriers, and to challenge behaviours in a safe and supported manner.

Training and career progression with Women in Mind

We also offer fantastic training for all of our Line Managers and our Inspirational Leaders. The training supports women to move their careers forward into senior leadership roles. We have also established a Global Sponsorship programme "SponsorHer" which we will establish in the UK

Attracting and retaining female talent

We recognise the power of language in our job adverts, and have decided to use new software to ensure our external messaging is equally attractive to men and women.

It's a fact there are fewer women than men in the STEM industries, so making sure we are the employer of choice makes sense.

So far in 2021, for the first time, we have recruited an equal split of female to male graduates, not because of positive discrimination, but because of how we advocate for Stantec, and the importance of our values that has appealed to our candidates.

Our current apprentices and graduate employees told us the style of language and the themes that mattered most to them, and these are now strongly represented in our branding.

Retaining talent is about listening to the professional and personal goals of the individual and understanding that these differ from person to person. In 2021 we launch our new career framework, which will trigger a new wave of career conversations, helping us to listen and react to what is important to our employees.

Working flexibly

The pandemic flipped our normal ways of working on their head, and we have learned a great deal about how much we trust each other to deliver virtually in our role. This also necessitated even greater flexible working for employees. We know that for many women, a lack of flexibility can make balancing work and home life a source of stress and difficulty.

This year at Stantec we are introducing our 'Future Way of Working', which is an innovation on simply changing the hours we work. Now we will have tailored conversations with employees to understand the flexibility that will enable them to thrive. We believe supporting greater degrees of flexibility will enable more women to achieve the right balance for them.

Caring about the issues impacting women

We are breaking down barriers and talking about the mental and physical impact of the menopause on women at work. For many women the menopause can disrupt their career growth and job enjoyment, so it's a real business issue to find more ways to support women. We are looking at ways we can better support women returning from maternity leave.

Giving women a voice

To mark this years international women's month, a new Employee Resource Group – Women in Stantec UK&I was launched. This is a group created by employees to discuss issues, support each other and help to shape decision making through a female perspective. This group is open to everyone and sits along side a number of other Resource Groups.

Diversity and Inclusion

We have worked closely with Stonewall, BITC, Catalyst and Workplace Pride to think carefully about how we continue to create and showcase our supportive culture. We believe partnerships like this help us to stay in touch with current thinking, and also provide support networks that extend far beyond Stantec, to enable our employees to thrive.

At Stantec we are proud of the progress we continue to make and will always work hard to be an employer of choice.

Cath Schefer.

Cath Schefer,
Executive Vice President, Chief Operating Officer - Global

Pay Quartiles

Female	Quartile	Male
18.3%	Top Quartile	81.7%
25.6%	Upper Middle Quartile	74.4%
31.8%	Lower Middle Quartile	68.2%
34.1%	Lower Quartile	65.9%



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