



## **Project Scope**

ISOS Group, Inc. was commissioned to carry out an expert third-party review of Stantec's 2019 Sustainability Report and GRI Content Index to determine whether the information was prepared in accordance with the requirements of the Core report option of the Global Reporting Initiative's GRI Sustainability Reporting Standards (GRI Standards). While the procedures selected mirror ISOS Group's external assurance protocol at a high level, the services provided did not delve into the granularity needed for formal attestation of claims, nor did the review assess data quality, materiality or underlying systems.

## **Objective**

ISOS Group's responsibility is to express an opinion based on the review performed as to whether any matters have come to our attention causing us to believe that the disclosures in Stantec's 2019 Sustainability Report have not been prepared in accordance with the GRI Standards Core report option.

## **Methodology**

To determine alignment with GRI's technical guidance, ISOS Group's expert practitioners: (1) evaluated whether the disclosures in a mature draft of the report addressed the requirements outlined in the GRI Standards, (2) indicated the level of alignment, and (3) documented assessment findings and comments, including recommendations to address reporting requirements fully and/or to improve the quality of the reporting.

During a second high-level review of a near-final version of the report, ISOS Group reviewers confirmed that (1) the missing or partially disclosed general disclosures for the Core option from the initial review had been sufficiently addressed or noted and (2) the management approach disclosures were properly referenced and at least one topic-specific disclosure had been reported for each of the material topics.

## **Conclusion**

ISOS Group found that the report disclosures address the information requirements of the Core option of the GRI Standards. Additional feedback shared with Stantec's management highlighted broader areas of consideration and opportunities for improvement in future reports, particularly when preparing for external assurance.

## **Statement of Independence**

ISOS Group is an independent professional services firm that provides sustainability reporting and nonfinancial disclosure services and training, with expertise in the leading frameworks such as the GRI Standards, CDP and GRESB, as well as external assurance and verification services. No member of the project team has a business relationship with Stantec, its directors or managers beyond that required of this assignment.

## **Signed on behalf of ISOS Group:**

A handwritten signature in black ink, appearing to read "Jennifer Pontzer", written over a horizontal line.

Jennifer Pontzer  
Managing Director and Chief Operating Officer