

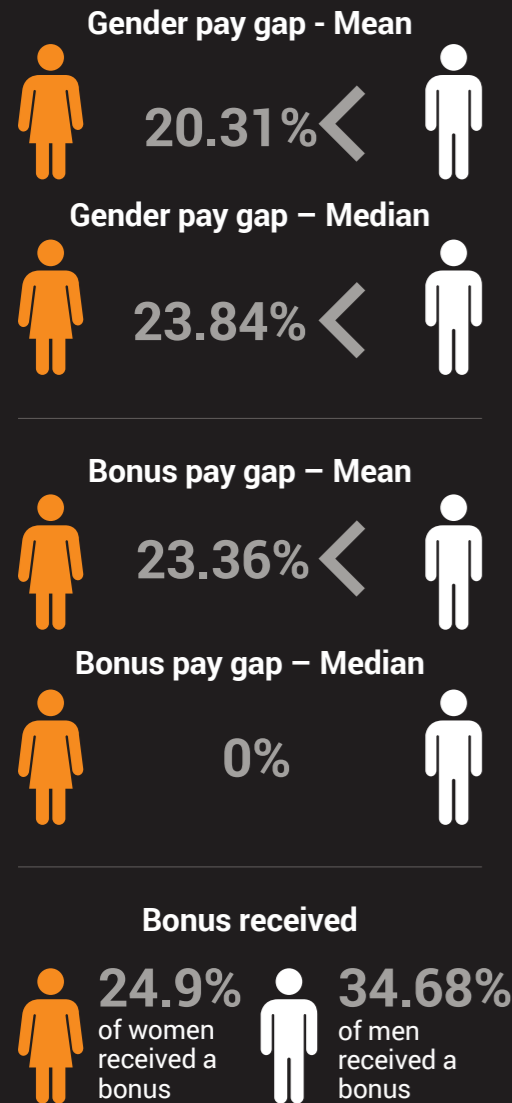


Gender Pay Gap Statement 2020

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 20.31% which has narrowed from 21.7 last year. As a comparison the UK Government figures show a national average (mean) gender pay gap in 2019 of 17.3%.

It is 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. However, it is a fact that there are more men than women at all levels within Stantec and this is the key reason for our gender pay gap.

Pay Quartiles		
Women		Men
13.49%	Top Quartile	86.51%
24.19%	Upper Middle Quartile	75.81%
31.16%	Lower Middle Quartile	68.84%
39.53%	Lower Quartile	60.47%

Where we go from here

We plan to build on our evidence-based approach to developing our initiatives aimed at achieving a reduction in our gender pay gap through an even distribution of women and men from junior through to senior levels in our organization. We continue to draw on best thinking and practice from across academic organisations and a range of industries to progress our actions focused on six distinct but interrelated areas:

Developing Girls' and Young Women's Leadership Identities

Through our links with schools across the UK, we actively promote and encourage STEM subjects for girls. For example, Stantec runs a initiative "Pathways to engineering" where our graduates link with schools to promote engineering, and promote the careers equally available for women and men.

Recruitment and Leadership Training that Supports Women

Over the last year we have engaged with universities and schools with a strong gender equality focus; participated in 'Equal Engineers' events aimed at attracting women and under-represented groups into our company; ensured neutral terminology is used in all our activities and; promoted diversity & inclusion as integral to our approach to Wellbeing. Recognising and addressing unconscious bias is a core theme for our new starters from the beginning of their career with Stantec as part of our apprentice and graduate training programmes. We also continue to focus closely on the training needs of women, following professional qualification. Our refreshed Inspirational Leadership, and Leader Representative programmes for 2019 attendance, have focused on providing both women and men with the skills to enable them to become confident, effective leaders who are committed to gender equity.

Synchronising Women's Career Pathways and Family Lives

Flexibility is one of the key attractions of working at Stantec, and a significant factor in our people staying with us. This flexibility helps parents and carers to fulfil their personal responsibilities, for example when families encounter life events and home life changes as well as pursuing professional ambitions. Flexible working is extended to all staff but is particularly valuable for women who are returning to work after a period away.

Creating Non-Linear Leadership Pathways for Women

Stantec supports women who wish to have a family and recognises the challenges that can bring when considering a return to work. We have therefore enhanced maternity pay which is paid in the early stages of maternity leave, giving families access to funds when they need it most, and also helping to keep key skills in the company. Talent is not time-bound so our recruitment strategy includes a focus on identifying talented women who are looking to return to work in senior positions after a career break.

Mentoring and Sponsorship to Generate Routes for Women's Leadership

We recognise the powerful and inspirational effect of women in leadership roles and we support women aspiring these roles through our structured development programme which includes providing sponsors for women in leadership positions and formal mentoring for those developing their careers. We are proud that our Managing Director, Engineering Director, Legal Director and HR Director are female.

Supporting Mid-Life Women to Thrive in Their Career

Mid-life working women are an essential part of productive, successful and diverse organisations. In Stantec, their skills and experience bring significant benefits to our business. We are therefore examining their specific needs in terms of working arrangements, continued training and development and wellbeing with a view to aligning our policies and practices accordingly to enable mid-life women to continue to thrive within Stantec. I confirm that this statement is accurate to the best of my knowledge and belief.

Cath Schefer.

Cath Schefer,
Managing Director of Stantec UK Limited



Design with
community in mind

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