

Orano Canada Inc.

Accessibility Plan Progress Report

June 2026



Orano Canada Inc.

Table of Contents

1	General	1
1.1	Introduction	1
1.2	Requirements	1
1.3	Attitudinal Barriers within the Workforce	1
2	Recruitment Process	2
3	The Built Environment	3
3.1	Accessible Workspace Options	3
3.2	Occupational Health & Safety Committee Training	3
3.3	Transportation of Accessibility Aids to McClean Lake	3
4	Information and Communication Technologies	4
4.1	Accessible Options for Information and Communication	4
4.2	Communication, other than Information and Communication Technologies	4
5	The Procurement of Goods, Services and Facilities	5
5.1	Accessibility Requirements Checklist	5
6	The Design and Delivery of Programs and Services	5
7	Transportation	6
7.1	Accessibility Options with Rise Air	6
8	Consultations	6
8.1	Accessibility Survey	6
8.2	Accessibility SharePoint Page	6
9	Feedback	7

1 General

1.1 Introduction

The purpose of this report is to provide an update on the progress Orano Canada Inc. (OCI) has made since releasing its Accessibility Action Plan in April 2024. This plan is built with Orano values in mind, aiming for the highest standards of safety and security for our current employees, future employees and patrons that may visit our locations.

1.2 Requirements

Since the implementation of the Accessibility Plan, OCI has assigned a Human Resources Advisor as the designated person to receive feedback, with additional support from the Human Resources Supervisor and Human Resources Director. Having one individual designated to this program has allowed efficiency and confidentiality for employees and members of the public who wish to communicate on Accessibility. There are several options available for communication with OCI as either an employee or a member of the public:

- Mailing Address: 100 - 833 45th Street West, Saskatoon, SK, S7L 5X2
- Telephone: 1 (306) 343 - 4500
- Email Address: OC-HumanResources@orano.group

These methods of communication can be used to request a copy of OCI's Accessibility Plan, progress reports, and process documents in alternate formats. Employees or patrons who wish to provide feedback on the Accessibility Plan, barriers at OCI, or the administration of the plan may contact the Advisor by any of the above methods.

1.3 Attitudinal Barriers within the Workforce

OCI's Accessibility Action Plan outlines opportunities to provide accessibility training that identifies and prevents attitudinal and social barriers within the organization. In 2025, two Human Resources representatives met with multiple training providers to determine which training program would best support the needs of the organization. Through these meetings it was determined that OCI would implement training provided by the Rick Hansen Foundation.

The Rick Hansen Foundation is a Canadian-based foundation that focuses on raising awareness, changing attitudes and breaking down barriers for people with disabilities through their programming and initiatives. To

begin OCI's accessibility education journey, the Human Resources representatives reviewed all courses available through the Rick Hansen Foundation, as presented by their representative. The Rick Hansen Foundation presented three different training courses. The first course, *Inclusion and Accessibility Training*, is considered an introductory course presented by champions of inclusion and accessibility, and people with lived experience. It introduces learners to accessibility and disability inclusion concepts. The second option, *Fundamentals Training*, aims to increase understanding of the needs of people with disabilities, the barriers to participating, and explores the ways in which physical spaces can be made more accessible. The third and final course is *Professional Training*, tailored to built environment professionals who are interested in a more in-depth understanding of what makes spaces meaningfully accessible. It includes a detailed look at understanding the needs of people with varying disabilities and assessing spaces from human-centered perspectives.

Through this research it was determined that the introductory course, *Inclusion and Accessibility Training*, was the best fit for OCI to begin the educational journey. The course objectives would help OCI address the attitudinal barriers within the workforce. This course is aimed at all levels of accessibility knowledge and awareness and the self-paced format allows learners the flexibility to start and stop the course in tandem with work requirements. It was determined that *Inclusion and Accessibility Training* would be a requirement for every member of the Human Resources Department at both the Saskatoon Office and McClean Lake locations. As Human Resources professionals, it is important to be aware of terminology and possess an enhanced understanding of the appropriate requirements for persons with disabilities.

By December of 2025, all Human Resources professionals at OCI had successfully completed the *Inclusion and Accessibility Training* provided by the Rick Hansen Foundation. The training was well received by participants and successfully achieved the objective of increasing awareness and promoting greater attention to attitudinal barriers within the workforce. As a result of the success and positive feedback regarding the training, it has been determined (that this training will now be a requirement for leaders. Existing leaders at OCI will be enrolled in the training with a mandatory completion date of one year from enrollment, and all new leaders that join OCI will be enrolled in the training as part of their orientation to a leadership position within OCI.

2 Recruitment Process

As discussed in the Accessibility Plan, it was identified that OCI's current recruitment process does not actively take people with disabilities into consideration when choosing posting platforms. Since this discovery, OCI has updated the recruitment process to be inclusive of people with disabilities. This includes additional language on all job postings, stating:

"Orano is an equal opportunity employer. We value the knowledge, experience and cultures of all individuals and are committed to the advancement of Indigenous Peoples, Women, Visible Minorities and People with Disabilities. We strongly encourage all qualified candidates from these designated groups, including those with disabilities, to apply for our career opportunities. We are dedicated to creating an accessible workplace for everyone."

In addition to this statement, OCI has begun investigating ways to make the OCI website more accessible. We are currently in the discovery phase of this project. Orano Canada is a subsidiary of the larger Orano Group, which also supports accessibility initiatives and mandates. The current [OCI website](#) includes a link to the Orano Group's commitment to accessibility at the bottom of the page. This accessibility page includes the Orano Group's accessibility statement and outlines the Orano Group's commitment to digital accessibility. While it is beneficial to show the Orano Group's commitment to accessibility and its efforts in supporting people with disabilities, it is important to OCI that these values are reflected at an individual entity level as well.

3 The Built Environment

3.1 Accessible Workspace Options

As mentioned in previous progress reports, OCI recognizes some challenges in addressing the built environment and removal of existing barriers. While the Saskatoon office is a newly constructed building offering many accessible features previously highlighted, challenges still exist at OCI's McClean Lake remote operation in Northern Saskatchewan.

In recent years the remote location has seen many improvements, including the renovation of the central control room in the Mill and updated meeting rooms with technological advancements. The McClean Lake office building provides space for comfortable work and some accessible features such as a fire alarm with specific features for the hearing impaired. The Human Resources department on site, with the guidance of Safety Specialists and nursing staff, work to accommodate case-by-case scenarios as employees bring them forward, or as they present themselves. Past cases have been accommodated by adapting the work environment and/or duties based on medical information, making schedule changes, or enabling work-from-home-options. It is important to recognize that the McClean Lake operation includes numerous safety-sensitive positions with inflexible job requirements. While reasonable accommodation may be provided where possible, the safety of our employees will always be the highest priority.

3.2 Occupational Health & Safety Committee Training

OCI has three Occupational Health Committees (OHCs). One in Saskatoon, one at McClean Lake and one for the Exploration Department. Each committee member has been provided the option to participate in training discussed in section 2.1 of this report. In 2026 and 2027 this training will become a requirement for all members of the OHC. This will ensure that all members have an introduction to inclusion and accessibility, allowing more barriers to be identified and mitigated through the work of the OHC.

3.3 Transportation of Accessibility Aids to McClean Lake

While OCI was previously in the discovery phase of this barrier, it is important to note that a process has now been put into place. All employees who work at the McClean Lake site are required to have a nursing assessment completed on site, by OCI's nurses. A question has now been added to this mandatory nursing

assessment to investigate any employee requirement for additional medical equipment. If a requirement/request is disclosed, the nursing staff will notify the Human Resources Advisor on shift. The advisor, nursing staff and employee will work together to ensure the employee has the proper equipment and workstation set-up at site.

In addition to this process being updated with the nursing staff, all new employees are provided a McClean Lake Welcome Guide upon hire and prior to their first trip to site. This guide outlines everything a person needs to know prior to going to site, including accessibility features both on site and in transportation to site, dietary options at our site cafeteria, and contact information to make additional inquiries if necessary. The implementation of the Welcome Guide has been successful, and we have received positive feedback from new and existing employees. The recruitment team has experienced fewer questions related to travel and accommodation at the McClean Lake site from new employees preparing for their start date.

4 Information and Communication Technologies

4.1 Accessible Options for Information and Communication

As previously discussed in progress reports, an Accessibility Technology Guide has been created to assist and streamline employees with technology and accessibility requirements at OCI. This guide is annually reviewed and updated by an HR Advisor and OCI's Information Systems Department.

In addition to this guide, OCI has simplified digital communication within the organization. Previously, multiple separate applications were being used across the organization, such as Skype, Teams, Microsoft, and Webex. OCI has selected one single digital communication platform and removed all others. This practice removed unnecessary applications for users and ensures that there are fewer programs to customize for accessibility needs. OCI has determined that Microsoft Teams will be the sole tool for digital communication. This application has numerous customization abilities allowing for a more inclusive and accessible digital environment.

4.2 Communication, other than Information and Communication Technologies

OCI is committed to providing alternate formats of the Accessibility Plan and progress reports as soon as possible, upon request. OCI continues to have the ability to provide an audio recording of the Accessibility Plan and progress reports within the required forty-five-day turnaround, with the assistance of Artistic Imagery Productions. The recording can be provided in English, French, Dene or Cree. OCI is committed to investigating additional alternate formats as requested.

5 The Procurement of Goods, Services and Facilities

5.1 Accessibility Requirements Checklist

OCI has successfully implemented a checklist when holding events off site. This checklist has been provided to all employees in a role where planning off-site events may be required and remains accessible for all employees on the OCI Accessibility SharePoint page.

This checklist is structured around five main categories, as shared below.

- Visibility: considering those with impaired sight
- Acoustics: considering those with hearing impairments
- Mobility: considering those who may be in a wheelchair or have other mobility impairments
- Technology: considering those who may need to use adaptive technology
- Service Animals: considering access and space for service animals.

Each category provides simple recommendations and considerations for the organizer to review when booking an off-site event. Ensuring these requirements are considered prior to an event will allow those with an accessibility requirement to focus on fully participating in the event without any additional concerns.

6 The Design and Delivery of Programs and Services

When delivering programs such as onboarding, OCI considers potential requirements for people with disabilities and has made adjustments to the onboarding process to ensure all needs are met.

When a person with a disability begins employment with OCI a few additional items are added to the onboarding process, if required or requested. Prior to their first day, the department may be informed about the individual hired, if necessary. This discussion can include how to greet the individual, communicate and/or interact with the individual in non-traditional ways or in ways that accommodate their disability. The leader and human resource professional also consider connecting a support person or mentor with the new employee for the first few weeks of employment. The individual's first day may require orientation information to be available in a specific format that is suitable for them. After a thirty-day window, a check-in with the individual

is completed with the HR Advisor. This conversation includes a discussion to confirm that the accommodation(s) in place are appropriate and whether additional actions are required.

7 Transportation

7.1 Accessibility Options with Rise Air

As discussed in previous progress reporting, OCI has completed an investigation regarding potential accessibility options with Rise Air, the primary travel provider to McClean Lake. Through this investigation it was discovered that Rise Air now advertises a special assistance section on the home page of their website. This section clearly outlines the requirements for special assistance during flights, Rise Air's mobility and wheelchair assistance program, as well as assistance that can be provided for passengers with visual or hearing impairment.

In addition to this investigation, OCI has successfully launched the McClean Lake Welcome Guide, as mentioned in section 3.3 of this report. This guide is provided to employees prior to their first day and highlights the accessibility options provided by Rise Air, as well as contact information to make requests for these services.

8 Consultations

As in previous years, OCI's consultation process took a collective approach gathering input from a wide range of employees. All employees, including those with disabilities, have been given an opportunity to share feedback through corporate-wide initiatives such as:

8.1 Accessibility Survey

In 2024, OCI launched an Accessibility Survey around the categories described in this report and the ICT Standards. This survey remains available to all employees, however in anticipation of identifying new barriers for the 2027 Accessibility Plan, OCI has determined we will be launching a new Accessibility Survey for updated responses and barrier identification. This survey will be launched in late 2026, with results being analyzed in early 2027.

8.2 Accessibility SharePoint Page

An Accessibility SharePoint site was created and launched in 2024 to provide employees with a comprehensive overview of all topics related to accessibility. This site includes the OCI Accessibility Plan, progress reports, the Accessible Canada Act, OCI's Accommodation Standard, OCI's Accessibility Feedback Survey, and more. As employees become more aware of the Accessibility SharePoint page, we will continue

to expand the page with resources and educational tools to assist employees in expanding their knowledge on accessibility. The Accessibility SharePoint page is highlighted in employee onboarding for all new hires.

9 Feedback

At OCI we believe that accessibility is a continuous journey, and we are committed to seeking ongoing feedback to improve our Accessibility Plan over time. With the intention of staying up to date on OCI's population, a new self-identification survey was launched in 2025. This allowed current OCI employees to self identify as one or more of Canada's equity group populations, including identifying as an individual with a disability. This allows OCI to reflect on the population that makes up the workforce and determine what actions, if any, need to be taken to ensure the workforce is effective in the work they do.

As previously hypothesized, since receiving results from the new self-identification survey, we have confirmation that OCI's population of employees with disabilities was previously being under-reported. It is believed this was due to a lack of understanding and/or stigmatization around disabilities. While we continue to address the attitudinal barrier, as discussed in section 2.1, OCI has expanded the self-identification survey to include a more thorough definition and examples of various types of disabilities. This has increased the number of positive responses received in this category and helped increase numbers that were believed to be under-reported.