

# **Orano Canada Inc.**

## **Accessibility Plan**

Version 1

Published April 2024

**Orano Canada Inc.**



# Approval for Use

**Author:** Ashley McCorriston, Senior Advisor, Payroll, Benefits & Workforce Planning

**Contributions from:**

- Natalie Bazin, Human Resources Advisor
- Cindy Zuk, Manager, Human Resources

**Approver:** Tammy Van Lambalgen, Vice President, Chief Corporate Officer

# Table of Contents

<b>1</b>	<b>General</b> .....	<b>1-1</b>
1.1	Company Overview .....	1-1
1.2	Objective.....	1-1
1.3	Accessibility Statement .....	1-2
<b>2</b>	<b>Feedback Process</b> .....	<b>2-1</b>
<b>3</b>	<b>Consultations</b> .....	<b>3-1</b>
<b>4</b>	<b>Areas Described Under Section 5 of the ACA</b> .....	<b>4-2</b>
4.1	Employment.....	4-2
4.2	The Built Environment .....	4-3
4.3	Information and Communication Technologies .....	4-4
4.4	Communication Other than Information and Communication Technologies.....	4-4
4.5	The Procurement of Goods, Services and Facilities .....	4-5
4.6	The Design and Delivery of Programs and Services .....	4-5
4.7	Transportation .....	4-5
<b>5</b>	<b>Conclusion</b> .....	<b>5-1</b>
<b>6</b>	<b>Glossary</b> .....	<b>6-1</b>

# 1 General

---

## 1.1 Company Overview

Headquartered in Saskatoon, Saskatchewan, Orano Canada Inc. (OCI) is a leading producer of uranium, with its operations based at McClean Lake in Northern Saskatchewan. OCI has been exploring uranium, developing uranium mines and producing uranium concentrate in Canada for 60 years. OCI is the majority owner and operator of the McClean Lake Operation and a major partner in the Cigar Lake, McArthur River and Key Lake operations.

OCI is a subsidiary of the multinational Orano Group. Headquartered in France, Orano Group offers products and services with high added value throughout the entire nuclear fuel cycle, from raw materials to waste treatment.

The McClean Lake Operation is a remote uranium mine and mill facility located approximately 750 kilometres north of Saskatoon in northeastern Saskatchewan on Treaty 10 Territory, traditional lands of First Nations, and within the homeland of the Métis. Employees commute from their home communities to the McClean Lake Operation by aircraft with majority of employees working a two week on, two weeks off rotation.

## 1.2 Objective

The following Accessibility Plan by OCI is in line with the [Accessible Canada Act](#) (ACA) and the [Accessible Canada Regulations](#) (ACR). The purpose of the Accessible Canada Act is to benefit all persons, especially persons with disabilities and to create a barrier-free Canada by 2040. The legislation benefits all Canadians, through proactive identification, removal and prevention of barriers to accessibility in seven priority areas:

- employment
- the built environment
- information and communication technologies (ICT)
- communication other than ICT
- the procurement of goods, services and facilities
- the design and delivery of programs and services
- transportation

Our plan is built with the Orano Values in mind. We aim for the highest standards of safety and security for our employees and potential employees. A safe work environment is one that is not only physically safe but also psychologically safe for all employees. In an effort to maintain the highest degree of psychological safety, we want to ensure that employees feel comfortable to freely share their feedback to help build our Accessibility plan without fear of discrimination. To achieve this, employees are able to provide feedback in multiple forms including anonymously if they so choose. This plan will anchor on respect, cohesion, transparency and continuous improvement. It is of great importance that our employees – those who have disabilities, advocates of those with disabilities, and anyone who recognizes a need or opportunity for improvement – feel empowered and comfortable to help inform our plan through our feedback channels.

### **1.3 Accessibility Statement**

OCI is an equal opportunity employer who aims to create a work environment that promotes a culture of diversity, where people are celebrated for their differences, and does so through equitable practices. We aim to identify and remove barriers in the workplace that prevent persons with disabilities from obtaining and maintaining successful employment at our workplace. Additionally, we intend on increasing our proactivity by identifying potential barriers that may arise in the workplace and preventing them before they do so. We believe that everyone must be treated with dignity and have the opportunity to make for themselves the life they wish to have. OCI has prepared the Accessibility Plan with inclusivity and accommodation in mind, with the goal of reducing direct and indirect exclusions in behavior, equipment and facilities. All employees of OCI deserve a workplace that is healthy, safe and barrier free.

## 2 Feedback Process

---

We believe that accessibility at OCI is a continuous journey and we are committed to seeking ongoing feedback to improve the OCI Accessibility Plan over time.

We welcome your feedback by phone, email, or mail and we will acknowledge receipt of your feedback in the same manner – unless your feedback was provided anonymously. To send your feedback anonymously, please use the mail or phone options.

### **Orano Canada General Contact:**

Email: [OC-HumanResources@orano.group](mailto:OC-HumanResources@orano.group)

Phone: 306-343-4500

Mail: Orano Canada Inc.

100-833 45th Street West

Saskatoon, SK S7L 5X2

Alternative formats of the OCI Accessibility Plan are available upon request in accordance with the regulations.

In order to provide OCI employees with further information about accessibility at OCI, we have created an internal [SharePoint](#) page. This site will provide information on the Accessibility Act, OCI's Accessibility Plan, and will also provide a platform where employees can provide their feedback on the Accessibility Plan and barriers in the workplace. We welcome and encourage all ideas and comments to help us further improve accessibility at OCI.

## 3 Consultations

---

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:

### *Company-Wide Focus Groups*

In 2023, Orano Canada's Senior Management team launched a company wide initiative to collect information from the employees on how to improve working conditions at Orano. The meetings were held at the department level to ensure employees felt comfortable sharing their thoughts and feelings in a safe environment. The feedback from the focus groups was prioritized and used to create company-wide initiatives to improve the work environment at OCI.

### *Accessibility Survey*

In 2024, an accessibility survey was launched to all employees of OCI to gather feedback on barriers that exist within categories described by the ACA. Employees were able to provide their open-ended feedback on employment, the built environment, information and communication technologies (ICT), communication other than ICT, the procurement of goods, services and facilities, the design and delivery of programs and services, and transportation. Furthermore, employees were asked to comment on how we could prevent barriers, as a proactive approach to accessibility. Employees were also given the option to provide their name to Human Resources to have an interview to further describe their ideas to improve accessibility.

### *Accessibility SharePoint*

In 2024, an Accessibility SharePoint site was launched and communicated to the employees of OCI. The SharePoint site provides a location for employees to access the OCI Accessibility Plan and provide feedback to improve accessibility at OCI.

## 4 Areas Described Under Section 5 of the ACA

---

### 4.1 Employment

OCI encourages individuals from all designated groups to apply for our available positions. OCI includes a diversity and inclusion statement on all job postings, as well as on our website and has identified various means and platforms to post jobs externally in order to increase visibility. In addition, each job posting is reviewed by the OCI Recruiter prior to publication to add and verify inclusive terminology in an effort to encourage diverse experiences and profiles to apply. The OCI Recruiter has attended training in diversity and inclusion and informally coaches hiring managers on this as part of the recruitment process.

OCI strives to ensure that our policies, practices, work systems and facilities do not have an unlawful discriminatory effect on employees. In addition, OCI is committed to assessing and addressing (where reasonably possible) the accommodation requests of employees protected by the applicable human rights laws. For this, it has a defined Accommodation Standard which outlines the responsibilities and procedure to request an accommodation in the workplace.

OCI also supports work-life integration and recognizes the importance of accommodating employees within reason to allow them to manage the planned and unplanned events surrounding their personal lives.

**Barrier 1:** The existence of attitudinal barriers within the workforce. Some examples of attitudinal barriers that may exist are as follows:

- Belief that accommodating staff with disabilities will be expensive or difficult
- Thinking you are doing a co-worker a favor by providing accommodations
- Avoiding someone with a disability out of worry that you may say something wrong
- Helping a person with a disability with a task, assuming that they are incapable of accomplishing the task on their own

**Action Plan 1:** OCI aims to investigate options and provide accessibility training that identifies and prevents attitudinal and social barriers. Training will be provided by the end of 2025.



**Barrier 2:** OCI's current recruitment process does not actively take persons with disabilities into consideration when choosing posting platforms.

**Action Plan 2:** Going forward we will take persons with disabilities into consideration when selecting the online posting platforms.

## 4.2 The Built Environment

As noted above, OCI has two main built environments in Saskatchewan. The corporate office recently improved its built environment in Saskatoon by moving into a brand-new building in 2020 that provides more accessibility options for employees. Some examples of these are accessible washrooms, an elevator, cubicles large enough for a wheelchair to maneuver in, shared and private work spaces, steps and curbs that enable an employee in a wheelchair to enter the building, lighting options including dimmers and window shades for persons with vision sensitivities, and adjustable-height desks.

The other workplace environment is the McClean Lake uranium production facility which is a remote industrial site located 750km north of Saskatoon. At the McClean Lake operation, there is an office building as well as the industrial mill facility. OCI has previous experience in accommodating employees with certain disabilities at this location; however, due to the safety sensitive work that occurs in the Mill facility, healthcare professionals have confirmed that some accommodations are not possible due to safety reasons. That being said, OCI will continue to evaluate accommodation requests and work with healthcare professionals to ensure employee safety at this site to remove barriers and ensure accessibility, where safe to do so.

**Barrier 3:** Limited accessible workspace options for employees at the McClean Lake mine site.

**Action Plan 3:** Investigate the opportunity to provide more accessible workspace options for employees at the McClean Lake office location (such as adjustable-height desks, light dimmers, etc.).

**Barrier 4:** There have not been focused training and education sessions regarding accessibility provided for the Occupational Health and Safety Committees at both locations. As a result, the Committees may be unaware of possible improvements to suggest to the Built Environment with regards to accessibility when they are conducting workplace assessments.

**Action Plan 4:** Engage the Occupational Health and Safety Committees at the McClean Lake site and Saskatoon Corporate office to provide education around accessibility in the workplace to help educate the Committee members and task them to better understand, particularly at McClean Lake, the barriers from a safety perspective that are in place.

**Barrier 5:** Employees who require accessibility aids are unaware that the aids can be transported to the McClean Lake mine site in advance of their shift, via truck transport.

**Action Plan 5:** Include information about transportation accessibility options to employees who work at the remote fly in/fly out mine site as part of the onboarding process. This may enable employees to have their accessibility aid available to them upon arrival onsite.

### 4.3 Information and Communication Technologies

OCI has an online presence through our website, twitter, LinkedIn, Instagram and Facebook accounts. Members of the public can submit job applications through our online platform. Job candidates can also call OCI and speak to a member of the HR team if they are seeking employment, or come and meet with a representative in person. Internally, OCI uses many different forms of technology to conduct daily business activities including online communication platforms such as Microsoft Teams, Skype and WebEx.

**Barrier 6:** OCI does not currently provide enough accessible options for Information and Communications Technology (ICT).

**Action Plan 6:** Explore technological capabilities of Skype, WebEx, and Microsoft Teams to understand if providing captioning during meetings is a possibility, and provide education sessions to employees on this technology within the next 18 months. Explore Assistive Technology such as speech input systems, screen reads, screen magnifiers and alternate keyboard options for employees that require them.

### 4.4 Communication Other than Information and Communication Technologies

**Barrier 7:** OCI does not currently communicate the option for, or have a plan to provide alternate formats of the Accessibility Plan if requested.

**Action Plan 7:** Upon request, OCI is committed to investigate and provide alternate formats of the Accessibility Plan as soon as reasonably possible and in accordance with the Regulations.

## 4.5 The Procurement of Goods, Services and Facilities

**Barrier 8:** OCI does not currently have a checklist to evaluate the accessibility of external locations. Off-site facilities used for Company events such as Long Service Awards, Leadership Development Program, Staff parties, etc. are not considered for accessibility.

**Action Plan 8:** Develop a checklist of accessibility requirements for off-site facilities. Review OCI off-site locations for accessibility specifications prior to booking external training or events.

## 4.6 The Design and Delivery of Programs and Services

**Barrier 9:** OCI does not currently take into account the potential needs of persons with disabilities when designing programs such as training or onboarding.

**Action Plan 9:** Consider potential requirements for persons with disabilities such as the duration of the sessions, the timing of breaks throughout the session, or the option for closed captioning or enlarged font size of presentation materials.

## 4.7 Transportation

As previously mentioned OCI's remote site (McClellan Lake) is a fly in, fly out operation which requires employees to work 14 days on 14 days off. Transportation to the mine site is by aircraft provided by Rise Air, on ATR 42, Beech 1900 and King Air 200s.

Once OCI employees are flown to the landing strip at Points North, they are transported by bus to the McClellan Lake mine site. While at the mine site, employees use trucks to commute across site and a camp bus to be transported to the mill from camp and return.

**Barrier 10:** The capabilities of Rise Air's air transportation accessibility is unknown to OCI at this time.

**Action Plan 10:** Review accessibility options with Rise Air and suggest improvements for increased accessibility options to transport workers to the mine site by the end of 2026.

**Barrier 11:** OCI is not fully aware of the accessibility options available with the on-ground personnel transportation fleet at the McClean Lake Operation.

**Action Plan 11:** Review OCI's on-ground personnel transportation methods to better understand our accessibility limitations (i.e., sight, wheelchair, hearing, etc.).

---

## 5 Conclusion

---

OCI is committed to the ongoing improvement of accessibility in our workplace. We will monitor our progress to ensure we are meeting our accessibility goals and removing barriers that have been identified. We strongly encourage our employees, including those who are disabled, advocates of persons with disabilities, and anyone who sees opportunity for improvement to accessibility at OCI to access our SharePoint site and provide feedback. HR will follow up, if necessary, with those who provide feedback to investigate their ideas and comments regarding accessibility.

The progress of the accessibility plan will be tracked and progress reports will be published on the accessibility SharePoint site annually. OCI is passionate about this initiative and is eager to continue this important work of increasing accessibility.

## 6 Glossary

---

**Barriers**, as defined by the Accessible Canada Act, means anything — including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice — that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.

**Disabilities**, as defined by the Accessible Canada Act, refers to impairments or functional limitations that, when combined with barriers, prevent people from fully and equally participating in society. There are many types of disabilities, including: physical / mobility; sensory; intellectual / developmental; cognitive; learning; communication; and mental health.

Disabilities can be visible or invisible. You should not assume that someone does/does not have a disability. Disabilities can be temporary or permanent. They can also be episodic, which means they change over time. People can be born with disabilities or develop disabilities when they get sick or injured.