

Health, Safety and Radiation Protection Policy 2021-2023





Message from Philippe Knoche

Chief Executive Officer of Orano

It is Orano's people who make our group strong. The Health, Safety and Radiation Protection Policy demonstrates the commitment of Management and the Executive Committee to prioritize protection of the mental and physical health of Orano's employees, by providing them with safe and healthy working conditions which prevent work-related injury and ill health.

The success of our business depends on compliance with legal requirements and the requirements of our stakeholders, particularly in the implementation of the main general principles of prevention with the purpose of eliminating dangers and reducing risks.

Management of health and safety in the workplace must be a process of continuous improvement involving both social partners and every one of the company's employees.

This Policy formalizes the priorities for actions to be taken in terms of health, safety and radiation protection for the period 2021 to 2023. It is the result of work that mobilized employees from operations and HSE, representing all the entities concerned.

The Policy is applicable to all entities in France and internationally, in the form of action plans which are monitored at group level.

The goal is to ensure the relevance and effectiveness of our procedures by relying on representative performance indicators.



My vision Laurence Gazagnes

Senior Vice President,
HSE

"Developing know-how in the transformation of nuclear materials is essential to what Orano does, safety is our top value, and protecting everyone's health is obviously crucial."

Health, Safety and Radiation Protection Policy 2021-2023

Orano is a major player in the nuclear industry whose purpose is to develop the necessary know-how to transform and harness nuclear materials, for the climate and for a healthy and resource-efficient world, now and in the future.

An integral part of the group's transformation, founded on operational excellence and community involvement, this policy revolves around **4 commitments to achieve the best standards in health, safety and radiation protection:**

- Guarantee a uniform level of primary prevention to all the group's employees and contractors
- Strengthen and exert more reliable control over operations
- Evolve with innovative practices to protect the health and safety of employees
- Improve our performance by sharing our experiences

OUR COMMITMENTS

As an Orano employee, I take ownership of this Policy.

In my daily tasks, I will work safely and diligently to ensure compliance with safety anchors, as well as Orano rules and standards, guaranteeing safe and healthy working conditions. I adopt both a questioning attitude and responsible behavior. I will immediately report any incident or abnormal situation.

As an Orano manager, I am fully committed to this Policy.

During my presence in the field, I behave in an exemplary manner and ensure that it is adhered to by everyone, including external stakeholders. I personally encourage safe practices and behaviors. I encourage employees to report any deviation or abnormal situation.

Aim for the highest standards in Health, Safety and Radiation Protection

Our values



Nuclear safety
Occupational safety



Customer
satisfaction



Continuous
improvement



Respect and
People development



Cohesion and
team spirit



Ethics, transparency
and dialogue

Strategic areas



Community

Be engaged and responsible
locally in our environment



Competencies

Mobilize proud and committed
employees, who embody our
mission



Customer growth

Innovate to preserve resources
and protect health



Cash

Operate efficiently and reduce
our footprint

Health, Safety and Radiation Protection commitments

- Guarantee a uniform level of primary prevention to all the group's employees and contractors
- Strengthen and exert more reliable control over operations
- Evolve with innovative practices to protect the health and safety of employees
- Improve our performance by sharing our experiences

Markers for 2023

- Draw up risk assessment documents in accordance with the group's methodologies
- Reinforce the implementation of the process of risk analysis prior to operations
- Take measurements of further toxic substances if necessary, for assessment of the exposure of employees
- Bring the Orano entities identified in-house as part of the group's occupational health service
- Strengthen the culture of safety and radiation protection
- Manage risks related to safety anchors
- Apply Humans Performance Tools to avoid any unforeseen situations
- Analyze any situation with an effective dose of > 14 mSv over a rolling 12-month period
- Use telemedicine on sites benefiting from the group's occupational health service
- Update our standards to incorporate innovative solutions
- Analyze and report 100% of High Potential Serious Injuries (level-1 and level-2) from BUs
- Share, learn and build on experience together at network meetings



Guarantee a uniform level of primary prevention to all the group's employees

Our commitments and priorities for action

Primary prevention

1 Entities harmonize risk assessment by means of a risk assessment document based on a group methodology

Application of the group methodology for:

- psychosocial risks,
- risks related to chemical substances,
- the risk associated with pandemics,
- new working situations.

2 Managers by their presence in the field reinforce the implementation of the process of risk analysis prior to operations

Orano's rates of occupational accidents (lost-time occupational accident + non-lost time occupational accident) related to preparation of work

3 The Health & Safety team assesses the exposure of employees to toxic substances in the field on the basis of measurements for implementation of Personal Protective Equipment (PPE) and the traceability of incidents of exposure

Ratio of GATOME* intervention reports produced to those requested

4 Occupational health service supports and advises employees and managers through medical monitoring and workstation studies with a view to working to improve occupational health

Rate of bringing in-house within the group occupational health service according to the identified schedule

*GATOME : Internal health and safety group devoted to toxicological and metrology technical support



Strengthen and make it more reliable over operations

Our commitments and priorities for action

Control over operations

- 1 Managers plan ahead and manage skills by maintaining control over the criticality of disciplines in health, safety and radiation protection on the basis of the Annual Skills Review and changes to regulations**

Carrying out of actions plans resulting from the Annual Skills Review

- 2 Managers strengthen the day-to-day culture of safety and radiation protection by their exemplary behavior and actions taken with their teams**

Management of risks: Monitoring of Orano lost-time accidents

- 3 Everyone at his level complies with the rules associated with safety anchors with the awareness that any breach of the rules may expose their colleagues to a serious risk**

"Display" in Visual Management of reporting on non-compliance with safety anchors (through MIF*, near-miss, occupational accident, ...)

- 4 Managers make use of lessons learned from operation in a health crisis situation (Covid-19) to improve the perception of risk and the need for it to be taken into account without trivializing it**

Monitoring of Orano occupational accidents related to a safety anchor

- 5 Everyone at his level analyzes any unexpected situation to avoid any improvisation which could have serious consequences or radiological impacts**

Verification of the application Humans Performance Tools using internal tools (MIF, GAMBA, etc.)

- 6 Every entity applies the principle of dosimetric equity**

Systematic analysis of situations with an effective dose of > 14 mSv over a rolling 12-month period

*MIF : Manager In the Field



Evolve with innovative practices to protect the health and safety of employees



Improve our performance by sharing our experiences

Our commitments and priorities for action

Innovative practices

- 1 Occupational health service implements innovative solutions to assess the state of health of employees and to certify fitness to work at a given workstation**

Application of telemedicine on French sites where employees are monitored by the group's occupational health service

- 2 Every entity integrates digitization into training to remind trainees of the fundamentals of safety and radiation protection**

Inventory of digitized training modules (safety training, handling, driving, etc.)

- 3 Orano teams seek out and make use of suitable digital tools for professional reflexes in safety and radiation protection**

Inventory of suitable digital tools

- 4 Every entity updates its standards by applying innovative practices to make them more effective**

Inventory of standards modified to incorporate the chosen innovative solutions

Performance by sharing experiences

- 1 Everyone at his level identifies and keeps track of weak signals taking account of their potential serious injuries and their recurrence (HIPO) and of the relation with safety anchors to identify preventive measures**

Analysis of HIPO (level-1 and level-2) / BU

Reporting of HIPO (level-1 and level-2) / BU

- Pareto principles (principle: 20% of unsafe situations generate 80% of HIPO level-1 and level-2)
- Relation to safety anchors

- 2 In transversal teams, entities share, learn and build together on elements from lessons learned, as well as the best practices to update our standards**

Holding of health, safety and radiation protection meetings

Performance indicators for the Policy

HS&RP MACRO-OBJECTIVES

Health, Safety & Radiation Protection

Markers (targets)

Avoid any fatal occupational accidents

0 accidents

Reduce the number of lost time occupational accidents

LTIR* ≤ 1 (sustainably until 2025)

Control over radiological events

0 ESR* of level 2 concerning declared internal dose

Control over employee dosimetry (effective dose) at the warning threshold of 14 mSv/year

100% of situations of excess analyzed

PRIMARY PREVENTION

100% (2023)

Risk assessment documents drawn up based on group methodology for risk assessment

100%

Ratio of GATOME intervention reports produced to those requested

-10% of occupational accidents related to preparation of work per year

Reinforcement of the implementation of the process of risk analysis prior to operations

100% vs (2023)

Bringing of Orano entities in-house as part of the group's occupational health service

OPERATIONAL CONTROL

80% of action plans resulting from the Annual Skills Review (RAC)

Control over criticality of disciplines in health, safety and radiation protection

LTIR ≤1 (2025)

Strengthening of the day-to-day culture of safety and radiation protection

100% (2021)

"Display" of non-compliance with safety anchors in visual management tools

-10% of occupational accidents related to a safety anchor per year

Management of risks related to safety anchors

100% (2021)

Verification of the application of Humans Performance Tools using internal tools to avoid any unforeseen situations

100% (2021)

Systematize analysis of attainment of the warning threshold of an effective dose of 14 mSv over a rolling 12-month period

EXPERIENCE SHARING

100% (2022)

Analysis and sharing of HIPO (level-1 and level-2) of BUs in Pareto principal and in relation to safety anchors

100% (2022)

Transversal meetings for sharing of experience and preventive measures

INNOVATION

4 per year (2021)

Application of telemedicine on French sites where employees are monitored by the group's occupational health service

100% (2022)

Inventory of digitized training modules (site reception, handling, driving, etc.)

100% (2022)

Inventory of suitable digital tools used

100% (2022)

Inventory of standards modified to incorporate chosen innovative solutions

LTIR* : Lost Time Injury Rate
ESR* : Significant Radiation Protection event

Orano transforms nuclear materials so that they can be used to support the development of society, first and foremost in the field of energy.

The group offers products and services with high added value throughout the entire nuclear fuel cycle, from raw materials to waste treatment. Its activities, from mining to dismantling, as well as in conversion, enrichment, recycling, logistics and engineering, contribute to the production of low-carbon electricity.

Orano and its 16,000 employees bring to bear their expertise and their mastery of cutting-edge technology, as well as their permanent search for innovation and unwavering dedication to safety, to serve their customers in France and abroad.

Orano, giving nuclear energy its full value.

www.orano.group

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Energy is our future, don't waste it!



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