

HSE POLICY

NUCLEAR AND INDUSTRIAL SAFETY,
HEALTH, OCCUPATIONAL SAFETY
RADIATION PROTECTION, ENVIRONMENT
2024-2026



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ORANO'S VISION OF NUCLEAR SAFETY AND RISK MANAGEMENT

We are committed, as a nuclear industry to control the safety and to manage the risks of our facilities. This obligation is reinforced by the prospect of the nuclear industry development and driven by the climate change and energy imperatives.



Nicolas Maes
CEO Orano

To achieve this commitment together, we have established guidelines:

Encourage individual engagement to safety, employees of the group and contractors, at every level of our organizations. This is our collective and individual accountability to society.

Be exemplary every day, in the way in which we conduct our activities, adopting behaviors to prevent and manage risks as close as possible to the reality of the field activities.

Continue to develop our corporate culture by leaning on our skills and fundamentals of nuclear safety, industrial and occupational safety, radiation protection, health, and protection of the environment.

Ensure an efficient escalation and fast treatment of problems, all together, while calling upon the support of our HSE* organizations, whenever necessary.

Encourage positive behaviors and observed best practices, in a spirit of continuous improvement and proportionality to the importance of the issues, going beyond compliance with regulations and our own standards.

Rely on the present HSE policy, which covers all HSE risks and issues to guide our actions to progress at each level of our organization and implement it "in the field".

*HSE (Health Safety Environment) cover the fields of health, nuclear safety, industrial safety, occupational safety, radiation protection and protection of environment.

PRINCIPLES OF ORGANIZATION AND ACTION



The group is committed to meeting very high standards in its activities to preserve the health and safety of workers, property and the health of local communities, the safety of its facilities and the protection of the environment.

Every entity of Orano establishes an organizational structure consistent with the legal provisions of the country where it is located, based in particular on the following principles:

Its primary responsibility as an operator and its accountability as an employer,

An internal system of clearly defined responsibilities based on explicit delegations in nuclear and occupational safety and radiation protection,

An independent nuclear safety organization which provides shared expertise and a level of control that is independent of the operational line,

A high level of skills and know-how developed through appropriate training and its constant evaluation,

A crisis management organization able to take measures if an event occurs to restore the safety facilities and equipment safe, mitigate the consequences of the event and deliver information internally and externally.

An occupational health and prevention service and medical teams dedicated to employees,

Involvement of employees of the group and contractors in continuous improvement of nuclear and occupational safety and radiation protection,

A risk assessment based on a proportionate approach which considers Human and Organizational Factors within the activities and takes into account feedback from operational experience,

A radiation protection approach which seeks to apply the ALARA* principle as part of a reasoned approach that is proportionate to the importance of the issues, for all group employee, in respect of 20 mSv per year,

A reduction of the environmental footprint by pursuing the reduction of greenhouse gas emissions, optimizing consumption of water, energy, raw materials, limiting the production of waste, liquid and gaseous effluents, and preserving the biodiversity,

A transparent dialogue with all stakeholders, based on information of good quality allowing the nuclear safety of the group's facilities and activities to be assessed in an objective manner.

*ALARA : As Low As Reasonably Achievable.

COMMITMENTS

2024-2026



Orano is a leader in the nuclear industry which is developing know-how in the transformation and control of nuclear materials, for the climate and for a healthy and resource-efficient world, now and tomorrow.

Consistent with the group's purpose and values and an integral part of the Orano's transformation founded on operational excellence and community involvement, the HSE policy is structured around **four commitments**.

1

Embed a solid culture of leadership

in nuclear safety, industrial and occupational safety, radiation protection, and protection of the environment

2

Build a sustainable future

for our activities and our employees in the context of climate change

3

Help to enhance the performance through the management of risk

of our industrial activities and our projects in a context of the renewal in nuclear

4

Move towards a level of prevention and requirements that is homogeneous

for all employees of the group and all contractors



COMMITMENTS AND ACTION PRIORITIES



1

Embed a solid culture of leadership

in nuclear safety, industrial and occupational safety, radiation protection, and protection of the environment by:

Deploying the nuclear and industrial safety leadership program to managers,

Consolidating our safety culture through regular self-assessments of entities and associated lessons learned, and by taking human and organizational factors into account,

Making the fundamental HSE requirements more visible, including safety anchors and the expected best practices,

Strengthening the detection and processing of weak signals,

Improving the agility of our teams by making decisions at the right level and implementing human performance tools.



2

Build a sustainable future

for our activities and our employees in the context of climate change by:

Developing the necessary skills and level of awareness in relation to the ecological transition,

Reducing the environmental footprint of our activities (carbon, water, energy, biodiversity, discharges and waste, treatment of environmental liabilities),

Eco-designing our major projects in order to reduce our environmental footprint on a long term basis,

Implementing climate adaptation, revising continuity plans for our activities, and reviewing the data inputs of our projects,

Developing processes for the recovery of radioactive substances and innovative solutions for new nuclear waste activities.



COMMITMENTS AND ACTION PRIORITIES



3

Help to enhance the performance through the management of risk

of our industrial activities and our projects in a context of the renewal in nuclear by:

Implementing an operational approach based on proportionality to the importance of the issues,

Continuing to develop the skills of our employees, and by adapting HSE teams to provide support for new activities,

Managing the process of authorizations to practice, taking care to implement it rigorously for critical disciplines,

Developing innovative tools and approaches in prevention, risk management and reduction of the environmental footprint of our activities,

Strengthening measures to exert better control over the procurement of important equipment for nuclear safety and subcontracted activities,

Improving the efficiency of our organizations for crisis management, business continuity, and mutual reinforcements across our sites by the FINA National Response Force.

4

Move towards a level of prevention and requirements that is homogeneous

for all employees of the group and all contractors by:

Developing approaches in health promotion, prevention, and support for the benefit of our employees,

Contributing to the continuous improvement in the individual dosimetry of workers by pursuing the approach of optimization proportionate to the importance of the issues and application of the principle of dosimetric equity,

Improving job retention through employee support, the assessment of job constraints, the adaptation of working conditions and reinforced prevention,

Reinforcing the management of chemical risks and fire risk related to our activities and our industrial projects,

Systematizing the sharing of lessons learned, including those learned from events with a high severity potential, and of best practices, including sharing them with contractors.

MACRO-OBJECTIVES AND PERFORMANCE INDICATORS

Measuring the impact of our commitments implementation

Macro-objectives	AVOID any fatal occupational accident	PREVENT INES event (nuclear or radiological) rated level 2 or higher	PREVENT industrial event rated level 3 or higher within ASSESS scale
Markers (targets)	0	0 INES ≥ 2	0 ASSESS ≥ 3

INES : International Nuclear and Radiological Event scale (8 levels, from 0 to 7)

ASSESS : Advanced Severity Scale for Events and Soft Signals (Internal scale of Orano with 6 levels, from 0 to 5)

Macro-objectives	REDUCE the number of lost time occupational accidents	IMPROVE the nuclear event prevention	IMPROVE the industrial events prevention	CONTROL over employee dosimetry (effective dose) with a warning threshold of 14 mSv/year	PREVENT the recurrence of significant safety and radiological events
KPI and targets	LTIR ≤ 1 sustainably	SPR ≤ 1 sustainably	IRPR ≤ 2,5 sustainably	100% of situations of excess analyzed	15% decrease of recurrence rate

LTIR : Lost Time Injury Rate

SPR : Safety Prevention Rate

IRPR : Industrial Risks Prevention Rate

LTIR, SPR and IRPR are calculated on 12 months rolling period

$$\text{LTIR} = \frac{\text{number of Lost Time Injuries}}{\text{number of worked hours}} \times 1\,000\,000$$

$$\text{SPR} = \frac{1 + \text{number of INES} \geq 1}{\text{number of INES } 0 + \text{number of interesting events}} \times 100$$

$$\text{IRPR} = \frac{1 + \text{number of ASSESS} \geq 2}{\text{number of ASSESS } 0 + \text{number of ASSESS } 1} \times 100$$

As a recognized international operator in the field of nuclear materials, Orano delivers solutions to address present and future global energy and health challenges. Its expertise and mastery of cutting-edge technologies enable Orano to offer its customers high value-added products and services throughout the entire fuel cycle. Every day, the Orano group's 17,500 employees draw on their skills, unwavering dedication to safety and constant quest for innovation, with the commitment to develop know-how in the transformation and control of nuclear materials, for the climate and for a healthy and resource-efficient world, now and tomorrow.

Orano, giving nuclear energy its full value.

www.orano.group

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