

HUMAN RIGHTS POLICY



orano



Nicolas Maes
Chief Executive Officer Orano

“Orano’s Human Rights policy is part of a comprehensive vigilance approach.”

It is grounded in the essential values that define our group and reflects our firm commitment to safeguarding and promoting Human Rights. Whether it is our dedication to protecting the rights of communities residing near our sites, respecting international labor law conventions, or preserving the fundamental rights of our employees, we prioritize the adherence to these commitments across the group.

This policy outlines the preventive actions and structural measures implemented by the group to prevent and address potential risks of Human Rights and fundamental freedoms violations that may arise from its activities, as well as those of its suppliers and subcontractors with whom it maintains established commercial relationships. It also highlights the initiatives in place to monitor these measures and assess their effectiveness.

The Human Rights policy is complemented by the group’s HSE policy, and the Responsible Purchasing policy. Together, these policies aim to build balanced, sustainable, and committed relationships throughout the group’s value chain.

Strong Commitments Across the Group's Value Chain

All entities within the group comply with and enforce the following commitments:

1 Conducting the Group's Activities in Compliance with Internationally Recognized Human Rights

The group conducts its activities in strict compliance with internationally recognized Human Rights. It specifically refers to the UN Universal Declaration of Human Rights, the Principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and the fundamental conventions of the International Labour

Organization (ILO). The group also supports the Extractive Industries Transparency Initiative (EITI).

In addition to complying with local laws in all countries where it operates, the group aims to respect and ensure throughout its value chain the respect of the highest international standards.

2 Requiring Business Partners to Respect Internationally Recognized Human Rights

In alignment with its values, the group selects business partners committed to upholding internationally recognized Human Rights. In this regard, the group ensures that its Human Rights commitments are communicated to all business partners and requires adherence to the principles outlined in Orano's Code of Ethics and Business Conduct, as well as the General Terms and

Conditions of Purchase (GTCP), which are included or referenced in all contracts entered into by the group's entities. Orano implements monitoring mechanisms, such as audits, evaluations, and information exchange, to ensure compliance. If a partner fails to meet the group's standards, appropriate actions may be taken, including the termination of the business relationship.

3 Respecting the Fundamental Rights and Individual Freedoms of the Group's Employees

Orano is committed to respecting the fundamental rights and individual freedoms of its employees. Its employment practices align with international norms, particularly the International Labour Organization's fundamental conventions.

The group categorically rejects all forms of human trafficking, forced or compulsory labor, and child labor. It also respects and encourages freedom of association, collective bargaining, and freedom of expression.

The group places particular emphasis on upholding the highest achievable standards of health and safety in the workplace.

The group ensures compliance with international norms related to working hours, leave, and equal pay.

Diversity and inclusion are deeply embedded in the group's culture. Orano actively promotes policies supporting gender balance, cultural and professional diversity, and combating discrimination in particular on the grounds of age, origin, gender, sexual orientation, ethnicity, family status, nationality, religion, political views, trade union membership, physical appearance, health status, or disability. The group is committed to preventing all forms of violence, harassment, and assault in the workplace and actively raises awareness among its employees.

The group also prioritizes its employees' privacy. It is committed to observing neutrality towards political opinions, trade union membership, philosophical or religious beliefs, in addition to respecting employees' privacy at home. Necessary measures are taken to ensure the confidentiality of the employees' personal data, along with concrete awareness-raising on cybersecurity, and various actions aimed at reducing risks of fraud.

Orano encourages reporting any behavior that contradicts the values and commitments set out in this policy. A dedicated ethics reporting system is in place for the group's employees and those of its business partners (suppliers, service providers, subcontractors, and clients) to report potential Human Rights violations. Special attention is given to the confidentiality of reports, which, once submitted, are handled with diligence through a dedicated process. This process allows for prompt and effective action to address reported concerns and implement appropriate measures in accordance with the group's internal policies and applicable laws.



4

Ensuring the Group's Activities Do Not Negatively Impact the Rights of Local Communities

The group is committed to contributing positively to local community development as an industrial player, employer, and client.

It ensures its activities in France and abroad do not harm local communities' rights to a healthy environment, access to natural resources, or property. Through risk and environmental impact management programs, the group aims to minimize its footprint and preserve biodiversity in the areas where it operates as an industrial or mining player.

Orano respects the Human Rights of local communities and vulnerable groups, including but

not limited to women, children, and Human Rights defenders who may be affected by its activities.

The Group seeks to establish genuine collaboration with local communities. Orano provides open and transparent forums for collective dialogue, enabling them to express their expectations and concerns regarding its activities. Where there is a risk of negative impact on the rights of communities living near its sites, the group collaborates with stakeholders to identify fair compensation measures.

5

Applying the Highest Standards in the Areas of Nuclear Safety, Occupational Safety, and Health

The health and occupational safety of individuals, along with nuclear safety, are fundamental values of the group. They are part of Orano's DNA, whether concerning its employees, external contractors, or communities living near its sites.

To this end, the group ensures compliance with the highest standards, proportionate to the challenges, to guarantee that its sites remain safe and healthy environments for all. It also implements numerous prevention and monitoring measures, relying on regular risk assessments.

Orano is committed to pursuing a proactive approach aimed at minimizing the impact of its activities on the health and safety of its employees, external contractors, and local populations living near its sites. This includes raising awareness and providing continuous training to ensure all employees have a thorough understanding of the health and safety aspects related to their professional activities.



6

Managing Resources Responsibly

Orano responsibly manages the natural resources surrounding its sites, which are essential to the well-being of local communities, and takes all necessary measures to minimize any potential harm to these resources.

In particular, the group strives to limit any form of impact on biodiversity and minimize the disturbances caused by its activities by implementing avoidance, impact reduction, and compensation measures when necessary.

Moreover, the group places great emphasis on preserving access to water, which is vital to the quality of life for local communities. It works to limit the potential negative impacts of its activities on water availability and quality and implements concrete measures to ensure the intelligent and responsible management of water resources in the regions where it operates, especially in arid or desert areas.

The group's Human Rights Policy is the result of a close collaboration between various departments, both at the central level and within the entities.

It reflects robust risk management across the group and aligns with a continuous improvement approach. Its consolidation is ensured by the Vigilance Committee, composed of representatives from the Legal, Supply Chain, HSE, Human Resources, Risks, Compliance & Internal Audit departments, as well as the CSR teams. Its implementation is carried out within each Business Unit and across all subsidiaries.

The Human Rights policy is approved by the CEO and the Executive Committee. It is also presented to the group's Stakeholders Panel.

The Human Rights policy is based on the evaluation method outlined in the ISO 31000 standard, involving the annual identification, assessment, and prioritization of risks by all group entities regarding the impact of their activities on Human Rights. This risk analysis, which is also conducted during the development of new projects and activities, new business relationships, or operations in new territories, leads to a corrective action plan in the case of significant identified risks. This plan includes mitigation and remediation measures.

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.

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