



ACCESSIBILITY PLAN

Cameco Corporation

The following outlines Cameco's Accessibility Plan in accordance with the Federal Accessible Canada Act.
2023 - 2025



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1.0 GENERAL

The following Accessibility Plan by Cameco Corporation is in line with the Accessible Canada Act (ACA). The purpose of the Accessible Canada Act is to benefit all persons, especially persons with disabilities, and create a barrier-free Canada by 2040. This is a journey towards full accessibility and inclusion for people with disabilities. Under the ACA, Federal employers will build an accessibility plan that explains how they are planning to find, remove and prevent barriers for people with disabilities in the following areas:

- employment
- built environment
- information and communication technology
- communication, other than information and communication technology
- procuring foods, services and facilities
- designing and delivering programs and services
- transportation

The following outlines Cameco's accessibility plan under the ACA. Awareness of our barriers and establishing a plan to address barriers is an important measure towards Cameco vision of energizing a clean-air world and our Be Inclusive culture.

Our plan is built with the three C's – Commitment, Collaboration and Communication in recognition that attitude is considered one of the greatest barriers to creating an accessible workplace. As well, there is alignment with the stated principles of accessibility that include dignity, inclusion, and universal design.

This plan will complement our duty to accommodate. Once there is internal accommodation, we become far more open to bringing in new individuals that may also need an accommodation. Modelled success in accommodation will pave the way for accessibility.

The scope of this plan is applicable to employees at Cameco Corporation which includes employees at our wholly owned subsidiary, Cameco Fuel Manufacturing.

1.1 Accessibility statement

Cameco is committed to inclusion and diversity through equitable practices. Our goal is to provide an inclusive environment for our employees to thrive, which is why this plan was built with inclusion in mind and is free from systemic barriers. We believe that promoting a culture that is inclusive is simply the right thing to do. Accessibility is important at Cameco as it enables us to achieve an inclusive and diverse workforce. We strive to make inclusive experiences the norm rather than the exception and aim to reduce both direct and indirect exclusions in behaviour, equipment, and facilities. For offerings to truly be inclusive, they must be approached in such a way that does not make an

individual feel singled out and should avoid references implying that requests related to disability are 'special', a request is a request.

2.0 FEEDBACK PROCESS

Recognizing the breadth of this space, this will be a continuous journey where we are committed to seeking ongoing feedback to improve our accessibility plan over time.

Please send your feedback to our Inclusion, Diversity & Equity Specialist using the information provided below. You can send your feedback by email, phone or mail using the contact information listed below. To send your feedback anonymously, you may use the mail or phone options. We will acknowledge receipt of your feedback in the same way you sent us your feedback, unless the feedback was provided anonymously.

Contact:

Teresa Keet, Sr. Specialist, Inclusion, Diversity & Equity

Mail:

Cameco Corporation
2121 11th Street West
Saskatoon, Saskatchewan S7M 1J3

Phone:

(306) 956-6200

Email:

Teresa_Keet@cameco.com

You can use the contact information listed to ask us for a copy of our accessibility plan in these alternate formats: print, large print, Braille, audio or an electronic format that is compatible with adaptive technology that is intended to assist persons with disabilities. We will provide the format you ask for as soon as possible. Braille and audio formats may take up to 45 days. Print, large print and electronic formats may take up to 15 days.

We will use the feedback that we receive to support future plan updates. In order to do this, the feedback will be shared with the internal working group that supports related activities so feedback can be incorporated into future action plans where appropriate.

To support future dialogue and progress related to the accessibility plan we will create an accessibility specific email address to support the feedback process long term. This will be included as part of the year two progress update.

3.0 AREAS DESCRIBED UNDER SECTION 5 OF THE ACA

The following outlines our commitment and plans to identify, remove and prevent barriers in the areas as set out under the Act:

- employment
- built environment
- information and communication technology
- communication, other than information and communication technology
- procuring goods, services and facilities
- designing and delivering programs and services
- transportation

Within each section we identify one or more barriers and outline the action plan that we plan to take to work towards addressing the barrier(s). As this is our first plan, the identified barriers and action plans focus on being both impactful and attainable. Every three years when the plan is updated, we will be able to build from this plan and seek to identify new barriers to address, recognizing this as a continually evolving journey towards a barrier free Canada. As well as recognizing that, barriers identified are above and beyond the things that we are already actively doing.

3.1 Employment

Throughout employment, our goal is to be flexible and adaptable through equitable offerings. From attraction to retention, we set out to create an inclusive experience for all but recognize that barriers exist for peoples with disabilities. The following identifies five barriers within the scope of attracting, hiring and retaining.

Attract

Barrier 1: We do not actively take persons with disabilities into consideration when choosing posting platforms or job fairs.

Action Plan 1: During 2024 we will take persons with disabilities into consideration when selecting the posting platforms and job fair plans for 2025 (i.e. Sask Abilities Partner in Employment).

Hire

Barrier 2: Our onboarding orientation kit does not mention our commitment to accessibility or explain how to ask for disability-related accommodations that exist upon hire.

Action Plan 2: We will add text to our onboarding orientation kit that recognizes our commitment to accessibility during our 2024 onboarding orientation kit revision process for implementation in the 2025 version.

Barrier 3: Our inclusion and diversity supervisory resources do not mention our commitment to accessibility or provide a narrative to mitigate the perceived risk in hiring persons with disabilities (such as liability, lack of productivity, and increased cost) by identifying the opportunities in reimagining business practices and initiatives.

Action Plan 3: Update the above-mentioned supervisory resources with commitment and narrative by the end of 2024.

Retain

Barrier 4: We do not offer guidance to support inclusive meetings that are designed to provide support for persons with disabilities.

Action Plan 4: Adopt a version of the Guide to Planning Inclusive Meetings created by Human Resources and Skills Development Canada by the end of 2024.

Barrier 5: Our diversity questionnaire does not ask for details on type of disability if an employee chooses to disclose that they are a person with a disability.

Action Plan 5: Change our diversity questionnaire to ask for type of disability so we can better understand our employee demographic and use this information to support prioritization related to adopting accessible measures.

In support of this area, we commit to continuing to:

- Offer applicants the opportunity to self-identify as a person with disability in alignment with our diversity employment initiatives.
- Advise applicants seeking employment to *“let the human resources representative know of any required reasonable accommodations in order to complete an interview at the time the interview is scheduled. Should you be the successful candidate we will work together and aim to create a welcoming, inclusive, barrier free work environment to allow you to perform your job at an optimal level. We will do our best to make the process as smooth as possible.”*
 - This is communicated through our application process FAQ
- For all recruitment opportunities at our Canadian locations, priority and preference is given to qualified members of employment equity groups, which includes persons with disabilities. Should qualified members of employment equity groups not be chosen for a recruitment opportunity, justification and approval is required by senior level executive creating a controlled accountability measure.
- Consider diversity, including persons with disabilities, in workforce planning session discussions.
- Monitor the year over year hire rate and representation rate of persons with disabilities to track progress.

Through continuing our active commitments and addressing the identified barriers noted above we have outlined our plan as it pertains to the employment area.

3.2 The built environment (physical spaces)

Cameco's head office is in Saskatoon, Saskatchewan and has Canadian locations in Northern Saskatchewan and Ontario. In Northern Saskatchewan there are four fly-in fly-out sites that reflect our Mining and Milling operations. The Ontario operations are known as our Fuel Services Division and include three locations.

Barrier 6:

We are unaware of where all the opportunities to become more accessible exist related to our built environment.

Action Plan 6:

Given our locations and industry, the built environment will require assessment to determine where our opportunities to become more accessible exist. This may involve an external consultant as well as internal collaboration among with our Safety, Health, Environment and Quality (SHEQ) department and Facilities department.

Over the course of the next three years, between this initial plan and the next plan, we commit to beginning a facility assessment focusing on our Saskatoon, Saskatchewan locations, which include:

- Saskatoon Head Office Building
- Saskatoon Transit Warehouse Building

The first plan update that will result in our second version of the plan will include an assessment focusing on our Fuel Services Division locations:

- Blind River Refinery, ON
- Cameco Fuel Manufacturing, ON, which includes:
 - Cobourg Plant
 - Port Hope Plant
- Port Hope Conversion Facility, ON, which includes:
 - Peter Street Office

The second plan update that will result in our third version of the plan will include an assessment focusing on our Northern Saskatchewan locations:

- Cigar Lake Operation, SK
- Key Lake Operation, SK
- McArthur River Operation, SK
- Rabbit Lake Care and Maintenance Facility, SK

Full parameters of the assessment are still to be determined; however, the purpose of the assessment is to identify barriers to accessibility. The assessment can also aid us in establishing the expectation that existing and future facility related projects take into consideration proactive accessibility measures that reflect the universal design concept. We will prioritize any findings of the assessment related to emergency response/safety requirements.

We will also incorporate related expectations under the governance of the Mining Association of Canada (MAC) and the Towards Sustainable Mining Equitable, Diverse, and Inclusive (TSM EDI) protocol. This protocol complements this as we plan to consider the implementation of accessibility audits to assess whether our physical infrastructure and facilities are inclusive, related to persons with disabilities as well as other underrepresented groups.

As we work towards identifying barriers within the built environment, we strive to create a work environment where all employees have access to performance-optimizing workspaces in order to present their best selves.

3.3 Information and communication technology (ICT)

Barrier 7:

We currently do not offer closed captions in all of our video content.

Action Plan 7:

To address this barrier, we plan to include closed captions on all videos created going forward. This will involve work with our communications team, training team and/or IT teams where required.

Barrier 8:

Technology is reflected in much of our equipment and we have been intentionally on a digitization journey at Cameco. This creates opportunities for accessibility but can put us at a risk of limitation for some if we don't establish a requirement to ensure adaptability within our technology standards.

Action Plan 8:

We plan to consider how we can make information technology usable by as we continue our digitization journey. This will involve work with our Business Technology Services (BTS) department.

3.4 Communication, other than ICT

Barrier 9:

We do not communicate the option or have a plan to provide alternate formats of content if requested.

Action Plan 9:

Upon request, Cameco is committed to providing alternate formats as soon as possible. Such formats may include but are not limited to:

- Sign language
- Braille
- Font enlargement
- Revised technical content to reflect simple, clear and concise language

3.5 The procurement of goods, services and facilities

Barrier 10:

Our procurement procedures and practices do not require us to consider accessibility in our selection process.

Action Plan 10:

We will consult with our Supply Chain Management department to build a plan for consulting with vendors to tell us how the products and services they provide take accessibility into consideration, including accessibility considerations in forms related to request for proposal (RFP) activities.

Barrier 11:

We do not have a checklist to evaluate the accessibility of external locations (venues) for Cameco events when Cameco is primary organizer of the event.

Action Plan 11:

In 2024 we will review our process for venue selection to identify if there is an opportunity to implement an accessibility checklist in 2025 for future event planning.

3.6 The design of delivery of programs and services

Barrier 12:

We do not actively take accessibility into consideration when developing new or revising existing programs or services outside of Human Resources (HR). We review all programs and training developed within HR with a diverse perspective but we do not extend this assessment perspective to programs or training developed by departments outside of Human Resources.

Action Plan 12:

Throughout 2024 we will build a process that will request departments outside of HR to have their programs/training reviewed by HR for a diverse perspective. This will include an accessibility review related to persons with disabilities and perspective to support other underrepresented groups. 2024 will build process and 2025 will involve rollout and gradual implementation through trial prior to establishing this as a requirement.

Barrier 13:

We do not have a mechanism to communicate inclusive equipment offerings to employees to ensure that individuals have the means to request equipment required to perform their position if requirements are outside of the standard.

Action Plan 13:

We will review equipment offerings related to non-IT items (i.e. chairs) through our Facilities department and IT equipment offerings through our Business Technology Services (BTS) department. This will also involve a review of the process for requesting nonstandard equipment. This supports our goal to provide employees access to performance-optimizing equipment in order to present their best selves.

3.7 Transportation

Barrier 14:

Our Light-Duty Vehicle Fleet Management standard does not address a plan for accessibility.

Action Plan 14:

We will review the standard with the standard owner and add an accessibility section during the next scheduled review for this internal standard.

Contracted transportation activities may be considered in future plan updates if deemed to be within scope.

4.0 CONSULTATIONS

Cameco’s consultation process took a collective approach gathering input from a wide range of employees, which included persons with disabilities, through various corporate wide initiatives such as:

- Culture workshops
 - Mandatory “Building our Future Together” workshops were held throughout 2021 and 2022. These culture workshops created an opportunity to all employees to be heard and provide feedback on the future of Cameco’s work environment.
- Inclusion and Diversity Committee
 - Since 2021 Cameco has had an active Inclusion and Diversity Committee that meets every 6 weeks. This committee includes membership with persons with disabilities and part of the committee mandate is that members will liaise with diverse groups at their respective locations and bring related concerns and opportunities forward to the committee to take action on initiatives that will support persons with disabilities and other underrepresented groups.

- Inclusion and Belongingness Assessment
 - This assessment was completed in 2022 and included an online anonymous survey as well as optional one-on-one interviews where 24% of the survey respondents disclosed to be persons with disabilities.
- Internal Audit Assessment
 - In 2023 Internal Audit Inclusion and Equity Assessment included an interview with persons with disabilities to gain feedback on how Cameco is doing on inclusion and equity initiatives.
- Townhalls
 - Corporate wide townhall meetings led by Cameco’s president and CEO were offered in 2022 and 2023 where employees had a platform to ask questions and offer feedback directly to the CEO.

Utilizing broader corporate wide initiatives to gather information enabled an inclusive approach to avoid individuals being singled out. Anonymous feedback options within these methods also supported gathering candid and constructive information. As we move forward with the action items that have been identified in this plan, we will continue to consult with persons with disabilities within our employee population as well as with our employee wellbeing program coordinator.

5.0 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 has a disability or that they do not. 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.