

# CSR Policy

## Orano Mining

To be faithful to its vision, one of the priorities of Orano Mining is to set the benchmark for occupational safety and corporate social responsibility (CSR). As a responsible mining company, our aim is to manage the challenges of the Orano Mining activities in terms of social, environmental and technical-economic issues and commitment to employees in a sustainable, concerted and balanced manner at every stage in the mining cycle.

From exploration to post-mining, our value chain commits us to cycles lasting several decades. The key decisions we take are binding on us over the long term and our ability to anticipate is a key factor for the sustainability of our activity.

**Anticipation and prevention** are our watchwords for effective risk management and we root our vision in our culture, our competencies, our training offer and our projects and action plans.



### GUIDING PRINCIPLES

- Anticipation and prevention
- Pertinent local response
- Regulatory compliance and adherence to international standards
- Information, dialog and concertation with stakeholders
- Transparency and code of ethics

Orano Mining encompasses a wide range of activities (exploration, projects, production, post-mining) governed by diverse regulations in the four corners of the world (we are present on every continent), meaning that **for every local situation there has to be a pertinent local response**. This diversity is a tremendous asset and good practices and experiences are shared internally. Each and every employee must be actively engaged in our CSR approach.

**Regulatory compliance** is one of the cornerstones of our business. We play an active part in drawing up the regulations and recommendations which apply to our field of activity. We take this compliance even further by **adhering to international standards** adapted to our line of business, such as those issued by the ICMM\* and the EITI\*\*.

Nothing can be done that involves our **internal and external stakeholders** without **first informing them, listening to what they have to say and discussing their concerns**, and this is the approach we adopt throughout every stage of the mining cycle. **Transparency and a code of ethics** are essential for successful personal and business relationships.

CSR is a core competency for all Orano Mining employees. Orano Mining enhances and consolidates its CSR policy through a network which extends to all its locations.

These principles guide our actions and those of our employees and we hope that everyone will stay actively involved as we strive to meet these requirements for progress.

\* ICMM: International Council on Mining and Metals

\*\* EITI: Extractive Industries Transparency Initiative



Our priority action themes can be divided into categories representing social, environmental and employee-related challenges. A number of these themes may be transverse (e.g. an environmental theme might have an impact in terms of social issues and commitment to employees).

# Action priority themes



## SOCIAL ACTIONS

- Acceptability of our activities
- Compliance, with corruption risks and transparency in payments
- Regard for social and environmental issues and commitment to employees on the part of our suppliers and sub-contractors: responsible purchasing and a strong local foothold

## COMMITMENT TO EMPLOYEES ACTIONS

- Health, safety and radiation protection of workers and sub-contractors
- Strategic workforce planning, with adaptations where required, management of the age pyramid and training
- Labor dialogue
- Employee commitment and the appeal of our businesses
- Diversity

## ENVIRONMENTAL ACTIONS

- Management of our environmental footprint
- Mining site remediation
- Prevention of risks associated with our activities and also with the transportation of our products and materials
- Water, in terms of both conservation of the resource and control of pollutants
- Control of our energy consumption and more generally, our impact on climate change
- Responsible management of waste and mining residues



Consult our CSR report

