

COMMITMENT: OCCUPATIONAL HEALTH & SAFETY, AND RADIATION PROTECTION

Mental Health in the Workplace: A Call to Action Initiative



In October 2018, Orano Canada was recognized by the Chamber of Commerce in the Canadian province of Saskatchewan for its ongoing efforts in the raising the awareness of mental health issues among its employees.

Orano Canada's Safety Day: Presentation of "Dog Therapy" as a mental wellness aid for alleviating anxiety and stress

In Canada, mental health issues are a topical issue. They are one of the causes of work disability that increases absenteeism and leads to significant financial loss.

To address the situation, Orano Canada has adopted a proactive and preventive approach since 2017. An assessment of the situation has been conducted with the support of a service provider specialized in the field. In parallel, awareness raising sessions were organized during Safety Day and a survey carried out with employees has helped to better understand the situation and initiate an action plan.

In 2018, several prevention initiatives were implemented: 50 people were trained to be able to identify the warning signs of unwellness, and to have the tools that may enable them to support an individual with a remedial approach upstream of a crisis. In addition, some 300 employees took part in courses organized on stress management, the foundations of wellness and in self-help methods.

In 2019, other broader topics related to mental health will be addressed through training (intercultural training, the power of language in the workplace), and awareness-raising will

be stepped up on the use of the family assistance program for Orano Canada employees. To date, 227 employees at the McClean Lake site have participated in a respectful workplace communication course which is also part of this approach to psychosocial issues and about respecting and taking care of ourselves and each other at work.

Through these actions, **Orano Canada has demonstrated its commitment and determination to recognizing and investing in the prevention of issues related to mental health and the promotion of wellness at work.**

Ian POLLOCK

Senior Training Advisor

« For Orano Canada, this is an important issue, because of the isolation of the residents of northern Saskatchewan who represent 52% of employees at the McClean Lake site. For them access to care services is very limited. »



Find the full 2018 CSR report on
<http://www.csr-mines.orano.group>

