

ACCESSIBILITY PLAN PROGRESS REPORT #1

Cameco Corporation

The following outlines Cameco's Accessibility Plan Progress Report
in accordance with the Federal Accessible Canada Act.
June 2024



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1.0 GENERAL

The following is a progress report related to Cameco Corporations 2023 – 2025 Accessibility Plan of which was created following 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. The following outlines Cameco's accessibility plan progress as of June 2024. This progress report includes all commitments identified in the plan following the prescribed areas as set out under the Act:

- 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

Content identified in this document are above and beyond what Cameco is already actively doing to support accessibility.

The scope of this progress report is applicable to Cameco Corporation and its wholly owned subsidiary, Cameco Fuel Manufacturing.

Reference document: Cameco Corporation 2023 – 2025 Accessibility Plan

2.0 FEEDBACK PROCESS PROGRESS

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.

Cameco's current feedback process directs individuals to send their feedback to Cameco's Inclusion, Diversity & Equity Specialist. To see full details please reference Cameco's published 2023 – 2025 Accessibility Plan.

As a progress update related to the feedback process, Cameco has set up a central email address (accessibility@cameco.com) to collect feedback and related inquiries from employees. The Accessibility Plan will be updated in accordance with this to reflect this progress update.

3.0 PROGRESS REPORT SUMMARY

The following outlines the progress/status of work and actions taken as of June 2024. This status identified will follow one of three options: Not started, In progress, Complete.

Area	Barrier	Commitment	Progress
Employment	1. Attract - We do not actively take persons with disabilities into consideration when choosing posting platforms or job fairs.	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).	Status: Not started Comments: n/a
	2. Hire - Our onboarding orientation kit does not mention our commitment to accessibility or explain how to ask for disability-related accommodations that exist upon hire.	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.	Status: Not started Comments: Cameco's Onboarding Orientation Kit review is not triggered until the Fall of each year and as such this work will begin at that time.
	3. Hire - 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.	Update the above-mentioned supervisory resources with commitment and narrative by the end of 2024.	Status: Not started Comments: n/a
	4. Retain - We do not offer guidance to support inclusive meetings that are designed to provide support for persons with disabilities.	Adopt a version of the Guide to Planning Inclusive Meetings created by Human Resources and Skills Development Canada by the end of 2024.	Status: Not started Comments: n/a

	5. Retain - 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.	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.	Status: Completed Comments: This was implemented January 2024.
The built environment (physical spaces)	6. We are unaware of where all the opportunities to become more accessible exist related to our built environment.	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	Status: Not started Comments: n/a
Information and communication technology (ICT)	7. We currently do not offer closed captions in all of our video content.	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.	Status: In progress Comments: Offered on some video content, not on all as of yet.

	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.	We plan to consider how we can make information technology usable for all as we continue our digitization journey. This will involve work with our Business Technology Services (BTS) department.	Status: Not started Comments: n/a
Communication, other than ICT	9. We do not communicate the option or have a plan to provide alternate formats of content if requested.	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	Status: In progress Comments: we do this reactively upon request and plan to communicate this option to employees to increase awareness and thus utilization as required.
The procurement of goods, services and facilities	10. Our procurement procedures and practices do not require us to consider accessibility in our selection process.	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.	Status: Not started Comments: n/a

	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.	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.	Status: Not started Comments: n/a
The design of delivery of programs and services	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.	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.	Status: Not started Comments: n/a
	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.	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.	Status: Not started Comments: n/a
Transportation	14. Our Light-Duty Vehicle Fleet Management standard does not address a plan for accessibility.	We will review the standard with the standard owner and add an accessibility section during the next scheduled review for this internal standard.	Status: Not started Comments: n/a

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