



**Written submission from the
Men of the North Inc.**

**Mémoire de
Men of the North Inc.**

In the Matter of the

À l'égard de

**Cameco Corporation, Rabbit Lake
Operation**

**Cameco Corporation, établissement de
Rabbit Lake**

Application for the renewal of uranium
mine/mill licence for Rabbit Lake Operation

Demande visant le renouvellement du permis
d'exploitation de mine et d'usine de
concentration d'uranium pour l'établissement
de Rabbit Lake

Commission Public Hearing

Audience publique de la Commission

June 7-8, 2023

7-8 juin 2023



Men of the North Inc.

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April 24, 2023

Dear Senior Tribunal Officer,

Thank you for this opportunity to intervene in support of Cameco's licence renewals for the Rabbit Lake, McArthur River and Key Lake operations.

I want to express my gratitude and appreciation for the support that Cameco provides and their collaboration with the Men of the North program. As a leading company in the uranium mining industry, Cameco has consistently demonstrated a commitment to social responsibility and community involvement, and their partnership with Men of the North is a shining example of this dedication. Cameco has made a tremendous stride to support mental health here in the northern region. One of our programs we deliver is the Workplace Mental Health Program at the Cigar Lake Operations, initiated August 2022. You may not be aware that since the program started, within an eight-month time frame we had seen 102 men accessing our program, through 30 different workshops, which we had received 69 evaluations feedback forms with an overall success rating of 69.6%, corresponding to the feedback forms that had been filled out and submitted back to us after each workshop.

Men of the North Profile:

We are an outreach initiative that welcomes all men; regardless of religious or ethnic background and socioeconomic status.

Our mission: is to provide opportunities that help and encourage men to seek lasting positive mental, physical, emotional and spiritual well being. We wish to foster an environment that promotes health, recovery, and rehabilitation.

Vision: Realizing the full potential of men working together to leave a lasting positive legacy, healthier families and stronger communities.

Values: MOTN is an aspirational goal that will offer opportunities to our members in healing and self-development, holding these values to the utmost importance.

- **Integrity** - Increasing the integrity, trust, competence, and honesty within the individual.
- **Responsibilities** - Accepts the responsibility of emotions, thoughts and actions.
- **Quality** - Delivering high quality of services and programming.
- **Communication** - Can speak one's own truth even through tough situations.
- **Community** - Help with community engagements and/or Men of the North engagement initiatives.

The importance of this program cannot be overstated, especially when considering the unique mental health challenges faced by men working in remote, isolated areas here in Northern Saskatchewan within the Mining Operations. Men working in these environments are often away from their families and loved ones for extended periods of time, which can lead to feelings of loneliness, isolation, and depression. In addition, the high-stress nature of the work can exacerbate existing mental health issues or create new ones.

The Workplace Mental Health Program provided by the Men of the North is designed to address these issues and provide support to workers who need it. To access the program is a completely voluntary program, with trained, competent and confident leaders/facilitators with assistance of contracted mental health professionals who can provide individual 1on1 counseling, case management planning and additional support to men who are struggling with mental health issues. The program also includes regular check-ins and follow-up sessions to ensure that men are receiving the support they need.

Since the program was initiated, we have seen a significant increase in the number of men accessing mental health support and services at the Northern mining operations. This is a positive development and demonstrates the effectiveness of the program. We have also received overwhelmingly positive feedback from program participants, with an overall success rating of 69.6% in correspondence to the feedback forms submitted.

Cameco's collaboration with Men of the North is a powerful example of how businesses can make a positive impact on the employees and communities in which they operate. By providing funding and other resources to the program, Cameco is helping to ensure that men in northern Saskatchewan have access to the support and resources they need to maintain their mental health and well-being.

The program also provides employees with the opportunity to learn new coping mechanisms and strategies to manage their mental health, which can lead to a more productive and healthier workforce. When employees feel supported and valued, they are more likely to be engaged in their work and contribute positively to the organization.

Another important outcome of the program is the reduction of stigma surrounding mental health issues. By acknowledging and addressing mental health in the workplace, we can create a culture of openness and understanding that can help reduce the stigma associated with mental health issues.

As you know, mental health issues can have a significant impact on workplace productivity and safety. By providing workers with access to mental health support services, we are helping to ensure that they are able to perform their duties safely and effectively. In addition, the program helps to promote a culture of mental health awareness and support, which can have a positive impact on the overall health and wellbeing of the mine-site community.

In conclusion, I want to stress the importance of the Workplace Mental Health Program that Cameo has and continues to allow us to provide to their Mining Operation. The program has been very successful in providing much-needed support to men who are facing unique mental health challenges. The program is a vital initiative to our workplace, and I am pleased to see that it has been successful thus far. I commend Cameco for recognizing the importance of mental health and taking proactive steps to support their employees. I believe that this program will continue to have a positive impact on the workforce within the mining industry, and I look forward to seeing the continued success that Cameco delivers.

Sincerely,



Christopher Merasty

President and Founder MOTN

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“you are NOT alone”