



CMD 25-H12.38

Date: 2025-01-09

**Written Submission from
Women in Nuclear Canada**

**Mémoire de
Women in Nuclear Canada**

In the matter of

À l'égard de

NexGen Energy Ltd.

License application to prepare a site for
and construct its Rook I uranium mine and
mill project

NexGen Energy Ltd.

Demande de permis concernant la
préparation de l'emplacement et la
construction de son projet de mine et
d'usine de concentration d'uranium Rook I

Commission Public Hearing

Audience publique de la Commission

February 2026

Février 2026



January 9, 2026

Canadian Nuclear Safety Commission

c/o Registry

280 Slater St. PO Box 1046

Ottawa, Ontario K1P 5S9

RE: Support from Women in Nuclear Canada for NexGen Energy Ltd. Rook I Project

Women in Nuclear (WiN) Canada is a national not-for-profit organization representing more than 7,000 professionals working across Canada's nuclear and radioactive materials sectors. WiN Canada is dedicated to advancing gender equity, diversity, and inclusion, while supporting the safe, sustainable, and socially responsible development of nuclear projects that contribute positively to communities and Canada's clean energy future.

NexGen Energy Ltd.'s Rook I Project in northern Saskatchewan is seeking:

1. Approval of the Environmental Assessment under the Canadian Environmental Assessment Act, 2012 (CEAA 2012).
2. A Licence to Prepare a Site for and Construct a Uranium Mine and Mill under the Nuclear Safety and Control Act.

The Rook I Project demonstrates a strong commitment to environmental protection through its advanced underground tailings management approach, limited surface disturbance, and robust project design. Since acquiring the southwest Athabasca Basin properties in 2013, NexGen has completed extensive technical, environmental, and socio-economic studies to inform a development approach that balances environmental stewardship with long-term economic and community benefits.

Respectful and ongoing engagement with Indigenous Nations and local communities is a cornerstone of responsible resource development broadly, as well as the nuclear sector and WiN Canada specifically. NexGen has formalized Benefit Agreements with four rightsholder nations and governments —Clearwater Dene Nation, Birch Narrows Dene Nation, Buffalo River Dene Nation, and the Métis Nation – Saskatchewan Northern Region 2— covering all stages of the Project, including closure and reclamation. These agreements reflect NexGen's commitment to environmental protection, economic participation, workforce development, and long-term community wellbeing.

The Rook I Project is expected to generate a range of positive outcomes, including meaningful employment, skills development, and procurement opportunities for local and Indigenous communities; investments in programs supporting education, youth, health, culture, wellness, and



entrepreneurship; and enduring economic, social, and environmental benefits for northern Saskatchewan, Canada, and the global clean energy supply chain.

Rook I plays a critical role in supporting a strong, diverse, and future-ready nuclear workforce. It aligns with WiN Canada's mission to create pathways for women in STEM, fostering innovation through diversity. Responsible uranium development underpins the entire nuclear value chain and creates long-term career opportunities across technical, environmental, operational, and leadership roles — helping to build a sector that is inclusive, skilled, and resilient.

Based on our review of their 2024 Sustainability Report, we note NexGen's overall commitment to diversity, including having 38% women representation in their workforce in 2024. This is a particularly notable achievement given that the general mining industry sits at 16%. Furthermore, the company has in place a diversity policy to promote diversity at the level of the board and senior leadership positions.

WiN Canada notes further opportunities for improvement for NexGen on their diversity and inclusion journey: the company currently has only 3 women as part of their executive and leadership team, out of 12, and only 3 women on their board out of 8. We encourage them to keep working to increase these numbers to provide diversity in leadership, perspectives and role models for their employees and the industry more broadly.

As demand for clean, reliable energy continues to grow, nuclear energy will remain an essential component of Canada's decarbonization and energy security strategy. A secure, responsibly developed domestic uranium supply is fundamental to supporting this role. WiN Canada views the Rook I Project as an important contributor to Canada's nuclear supply chain and supports its advancement through the regulatory process.

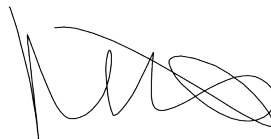
Accordingly, WiN Canada strongly supports the Rook I Project and urges the Commission to:

- Conclude that the Environmental Assessment is complete and satisfactory.
- Approve NexGen's Application for a Licence to Prepare a Site for and Construct a Uranium Mine and Mill.

Sincerely,



Priya Malik
Vice President
Women in Nuclear Canada



Maude-Emilie Pagé
Director, Regulatory & Policy
Women in Nuclear Canada