



CMD 26-H100.10

Date: 2026-06-17

**Written Submission from the
Women in Nuclear Canada**

**Mémoire de
Women in Nuclear Canada**

In the matter of the

À l'égard des

Canadian Nuclear Laboratories

Laboratoires Nucléaires Canadiens

Application to amend the licence and
licensing basis for the Gentilly-1 Waste
Facility

Demande concernant la modification de
leur permis et du fondement
d'autorisation pour l'installation de
gestion des déchets de Gentilly-1

**Hearing in writing based on written
submissions**

**Audience par écrit fondée sur des
mémoires**

July 2026

Juillet 2026



June 17, 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 Canadian Nuclear Laboratories' application to amend the licence and licensing basis for the Gentilly-1 Waste Facility

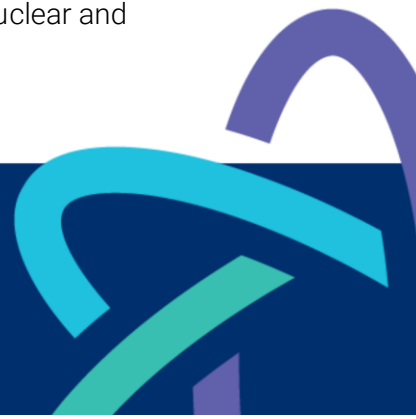
Women in Nuclear (WiN) Canada is a national not-for-profit organization representing more than 7,000 professionals working across Canada's nuclear and radioactive materials sectors. WiN Canada is dedicated to advancing gender equity, diversity, and inclusion, while supporting the safe, sustainable, and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

The Gentilly-1 facility, a prototype CANDU reactor that operated in the 1970s, has been in a safe shutdown and "storage with surveillance" state for several decades. CNL is seeking authorization to proceed with the final phase of decommissioning, which includes dismantling remaining buildings and structures, managing radioactive and conventional waste, and remediating the site to support a future brownfield end state. This work represents a natural progression in Canada's long-term approach to managing legacy nuclear facilities and reducing environmental liabilities.

The Gentilly-1 Waste Facility is currently maintained through systematic monitoring, inspection, and maintenance programs designed to ensure that there is no hazard to workers, the public, or the environment. These controls reflect long-standing operational practices under CNSC regulatory oversight.

CNL's environmental performance is further supported by a comprehensive Environmental Management System aligned with international standards, with sustained certification to ISO 14001. Environmental protection is integrated into all phases of project planning and operations, including decommissioning activities.

CNL's most recent sustainability reporting also demonstrates measurable progress in environmental performance, including long-term reductions in greenhouse gas emissions, high rates of waste diversion from landfill, and structured approaches to managing nuclear and conventional waste streams.





Taken together, this regulatory oversight and organizational performance provide a strong foundation for the safe execution of complex decommissioning activities such as those proposed for Gentilly-1.

CNL's approach to decommissioning is supported by a broader commitment to environmental, social, and governance (ESG) principles. Through its sustainability strategy, CNL integrates environmental stewardship, social responsibility, and strong governance practices into project delivery. This includes commitments to:

- maintaining a safe and healthy work environment;
- fostering a diverse and inclusive workforce;
- engaging meaningfully with Indigenous Nations and local communities; and
- supporting economic participation through partnerships and procurement.

CNL has established measurable targets to increase women's representation in leadership, including commitments to achieve 30% representation in senior management and 35% in middle management, alongside broader efforts to attract, retain and advance women across its workforce.

For WiN Canada, these workforce and inclusion elements are of particular importance. Increasing the participation of women in technical, operational, and leadership roles strengthens the nuclear sector's ability to deliver complex projects safely and effectively through diversity of experiences, viewpoints and perspectives. As the sector undertakes major decommissioning efforts, ensuring diverse representation in decision-making and project execution contributes to improved outcomes, innovation, and public confidence.

Currently, women represent more than 30% of CNL's workforce, which is very good when compared to the average representation of women in the nuclear industry (20-25% at the international level). However, it is not clear whether this representation matches CNL's established targets for women in senior and middle management. WiN Canada does note that the current representation of women on the executive team stands at 37% (7 out of 19), and 44% on the Board (4 out of 9).

WiN Canada encourages CNL to increase transparency in the reporting of the diversity of their workforce composition, and to continue to support initiatives that bring diversity and inclusion in their workforce.





Based on the above, WiN Canada supports the Commission's consideration of CNL's application to amend the licence and licensing basis for the Gentilly-1 Waste Facility.

This support is offered with the expectation that CNL will continue to maintain strong performance and transparency, including clear reporting and targeted improvement in DEI outcomes and women's representation at leadership and governance levels.

Sincerely,

Priya Malik
Vice President
Women in Nuclear Canada

