



CMD 26-H105.8

Date: 2026-08-31

**Written Submission from
Women in Nuclear (WiN)
Canada**

**Mémoire de
Women in Nuclear (WiN)
Canada**

In the matter of

À l'égard d'

Orano Canada Inc.

Application to renew the McClean Lake
Operating Licence for 2-year term

Orano Canada Inc.

Demande pour le renouvellement du permis
d'exploitation de McClean Lake pour une
période de deux ans

**Hearing in writing based on written
submissions**

**Audience par écrit fondée sur des
mémoires**

September 2026

Septembre 2026

August 31, 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 Orano Canada Inc.'s application to renew the uranium mine and mill license for the McClean Lake Operation

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.

Orano Canada Inc. is seeking Commission approval to renew the uranium mine and mill license for the McClean Lake Operation.

- Orano is seeking a two-year license renewal to continue activities at the McClean Lake Operation until June 30, 2029. The current license expires on June 30, 2027. The renewal application does not seek any changes to currently licensed activities or operations.

The McClean Lake Operation plays an important role in Canada's uranium sector. The site includes uranium mill, tailing management facilities, water treatment infrastructure, and related support facilities. The operation processes uranium ore from the nearby Cigar Lake Mine supporting Canada's position as a leading global supplier of uranium for nuclear energy generation.

The available evidence indicates that Orano Canada continues to operate the McClean Lake Operation in a safe and responsible manner. In the CNSC's own Regulatory Oversight Report for Uranium Mines and Mills in Canada 2024, CNSC staff assigned satisfactory ratings across all Safety and Control Areas at the McClean Lake Operation. The report also notes that six CNSC inspections were conducted at the McClean Lake Operation in 2024 and while non-compliances were identified, all were assessed as being of low safety significance. CNSC staff also reviewed reportable events, including workplace injury and an environmental release, and concluded that Orano Canada acted appropriately in response. In each case, CNSC staff reviewed the corrective measures taken and expressed satisfaction with the actions implemented.

Collectively, these findings demonstrate that Orano Canada has the governance, operational programs, technical expertise, and organizational capacity necessary to continue operating the McClean Lake Operation in accordance with regulatory expectations.

Environmental protection is another area in which Orano Canada has demonstrated strong performance. Again, in the CNSC's 2024 Regulatory Oversight Report for Uranium Mines and Mills in Canada 2024, CNSC staff assigned a satisfactory rating to the McClean Lake Operation for Environmental Protection. CNSC staff reported that there were no environmental action level exceedances or regulatory limit exceedances at the facility during the reporting period. The report also indicated that environmental events were addressed appropriately and that corrective actions implemented by Orano Canada were reviewed and accepted by CNSC staff.

These findings support the view that Orano Canada maintains effective environmental protection programs and continues to operate the McClean Lake Operation in a manner that protects people and the environment.

From a rights-holder and stakeholder relations standpoint, CNSC staff observed continued efforts by Orano to maintain open communication and engagement with communities and interested parties. In the CNSC's Regulatory Oversight Report for Uranium Mines and Mills in Canada, CNSC staff noted that Orano Canada maintained compliance with its Public Information and Disclosure Program and continued a range of engagement activities, including direct engagement with local communities and stakeholders, responding to public inquiries, providing site tours, publishing facility information, and using both traditional and digital communications channels to share information about its operations. These efforts support transparency, information sharing, and ongoing dialogue with the communities connected to the McClean Lake Operation.

Of particular interest to WiN Canada is Orano Canada's role in supporting a strong and diverse workforce within Canada's uranium sector. As one of Canada's leading uranium producers and major employer in northern Saskatchewan, Orano Canada contributes to developing the skilled workforce needed across the nuclear fuel cycle. This aligns with WiN Canada's mission to increase participation and visibility of women in STEM, and nuclear-related professions, while fostering innovation through a more diverse workforce.

Orano Canada's public Corporate Social Responsibility Report 2024 highlights diversity and inclusion as important elements of its workforce strategy. Importantly, the same reporting provides at least one quantified indicator: in 2024, women represented 25% of Orano Canada's total workforce (alongside other representation metrics).

The metric above reflects progress in increasing the participation of women in the uranium sector. WiN Canada also notes that, based on a review on Orano Canada's website, women represent approximately one-quarter of Orano Canada's executive leadership team. While these figures are encouraging, there remains opportunity to build on this progress and further increase the representation of women across the organization and in leadership roles.



WiN Canada therefore encourages Orano Canada to continue its efforts to attract, retain, and advance women throughout the organization. We also recommend expanded public reporting on workforce diversity. While Orano Canada currently reports on overall workforce participation, additional indicators on permanent hires and representation in leadership, skilled trades as well as operational and technical roles would provide greater transparency and a more complete picture of diversity across the organization.

Based on the CNSC's oversight findings showing satisfactory performance and compliance with regulatory expectations, together with evidence of effective environmental protection, community engagement, and workforce development practices, WiN Canada supports the Commission's consideration of Orano Canada Inc.'s application to renew the uranium mine and mill license for the McClean Lake Operation.

This support is offered with the expectation that Orano Canada will continue to maintain strong performance transparency, including clear reporting and continued efforts to increase the representation of women across the organization.

Sincerely,

Priya Malik

Priya Malik
Vice President
Women in Nuclear Canada



Maude-Emilie Pagé
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Women in Nuclear Canada