

# Our People

## POLICY STATEMENT

People are Cameco's most valuable resource. Accordingly, we are committed to developing and supporting a flexible, skilled, stable and diverse workforce, in an environment that:

- Attracts and retains talented people and inspires them to be fully productive and engaged.
- Encourages relationships that build the trust, credibility and support we need to grow our business.

To keep this commitment, we have human resources programs, standards, procedures and practices to address the four key workforce components described below.

- Workforce capacity – building and sustaining a flexible, skilled, stable and diverse workforce.
- Employee engagement – creating a culture of excellence and trust.
- Leadership development – developing and retaining leaders at all levels of the company.
- Relationship development – developing strong and sustainable relationships both internal and external to the company.

## POLICY IMPLEMENTATION

The following principles guide us in developing and applying our human resources programs, standards, procedures and practices. We:

- Adhere to all laws in the countries where we operate, including human rights, labour and employment laws.
- Recruit the best people who will understand and share our vision and values and who can help us effectively carry out our mission.
- Manage talent in relation to business needs.
- Manage employees' performance constructively so they can work to the best of their abilities.
- Establish clear responsibilities and accountabilities for every employee.
- Offer competitive compensation and benefits.
- Develop leadership skills at all levels that reflect our corporate values, competencies and behaviours.
- Recognize employee contributions.
- Encourage creativity and sharing of ideas.
- Promote and support continuous learning and career development.

- Support and respect the protection of human rights and share the values reflected in international proclamations about human rights, such as the Universal Declaration of Human Rights.
- Provide a safe and healthy working environment that is free from harassment and discrimination.
- Promote and support healthy lifestyles.
- Promote an inclusive and diverse workplace and respect cultural traditions in communities where we operate.
- Provide flexibility to help employees balance work and personal commitments effectively.
- Provide transparent and consistent employee programs, standards and procedures.
- Respect our employees' privacy.
- Respect the right to freedom of association.

### APPLICATION

This policy applies to all of Cameco Corporation and its majority-owned subsidiaries that have employees.

### ACCOUNTABILITY

The chief executive officer oversees management's implementation of this policy. The senior vice-president and chief corporate officer is responsible for ensuring the implementation of this policy.

The corporate human resources department is responsible for developing and maintaining corporate human resources programs, standards, procedures and practices in accordance with this policy.

Local human resources departments or designates are responsible for supporting corporate programs, standards, procedures and practices where applicable, and for developing and maintaining any necessary local programs, procedures and practices in accordance with this policy.

Managers and supervisors apply the applicable human resources programs, standards, procedures and practices, and make day-to-day decisions concerning their employees in accordance with the principles in this policy.

**Approved by the Board of Directors** on July 24, 2019 upon the recommendation of the Human Resources and Compensation committee.