

**MINUTES
OF THE MEETING
OF THE BOARD OF DIRECTORS OF THE**

**NUCLEAR WASTE MANAGEMENT ORGANIZATION (NWMO) /
SOCIÉTÉ DE GESTION DES DÉCHETS NUCLÉAIRES (SGDN)**

**convened by Videoconference
on May 22, 2020
commencing at 1:00 p.m. EDT**

Present

Wayne Robbins	Chair
Glenn Jager	Vice-Chair
Laurie Swami	Director, President & CEO
Lesley Gallinger	Director
Sean Granville	Director
Michael Hare	Director
Ron Jamieson	Director
Josée Pilon	Director
Beth Summers	Director

Staff in attendance:

Mahrez Ben Belfadhel	VP Site Selection (items 1-2)
Lisa Frizzell	VP Stakeholder Relations (items 1-2)
Georgina Kossivas	Chief Financial Officer (items 1-2)
Monica Kumar Dhoat	Assistant Board Secretary (items 1-2)
Gillian Morris	Board Secretary (items 1-2)
Jennifer Spragge	VP Human Resources & Chief Ethics Officer (items 1-2)
Doug Taylor	VP & General Counsel (items 1-2)
Bob Watts	VP Indigenous Relations (items 1-2)
Derek Wilson	Chief Engineer & VP Contract Management (items 1-2)

1. Constitution of Meeting

Notice of the meeting having been given to all of the Directors of the Company in accordance with the by-laws and a quorum being present, the Chair declared the meeting duly constituted for the transaction of business and called the meeting to order at 1:00 pm EDT.

The Chair opened with an Indigenous territory acknowledgement and a safety moment on the importance of maintaining mental health during the COVID-19 pandemic.

The Chair asked all Directors and Officers to be aware of significant transactions related to the Board agenda and asked all Directors, based on the information received for the meeting today if any real or perceived conflicts of interest. No conflicts or related party transactions were declared.

2. CEO Update

The CEO provided an update to the Board on activities related to NWMO's COVID-19 response reporting that:

- NWMO staff are functioning very well and NWMO continues to have no reported cases of COVID-19;
- Staff remain very productive and are successfully completing work remotely to continue to progress Canada's plan;
- The Government's announcement on May 14 allows professional services related to research and development and all construction to resume;
- NWMO will begin a phased re-opening of its offices with a plan entitled "Protect our People, Protect our Project" with an objective of zero transmissions of COVID-19 in its work environments;
- Work has been done to identify the highest priority areas of work and staff to return;
- Work is underway to determine how best to accommodate staff's personal situations related to child care, transportation, health issues etc. Any returning staff will have to follow established safety protocols;
- NWMO continues to ensure staff are productive in their home work environments.

The Board discussed the CEO's report. A Board member suggested that those families with small children at home, and sometimes also taking care of elders are really struggling and encouraged NWMO to proceed with caution regarding workloads and returning to work. Ms. Swami agreed and outlined the flexibility that NWMO has afforded its workforce to accommodate these circumstances during the pandemic.

A Director asked how NWMO is ensuring productivity of its staff while they are working from home, which corporate objectives NWMO will be able to meet (that do not require a physical presence) and how long NWMO will maintain its flexibility with employees.

Ms. Swami provided her thoughts on where NWMO's objectives could be by the end of the year outlining where work can continue to proceed and where it is stalled due to the pandemic. She acknowledged that some objectives would not be met as field activities for borehole drilling are delayed and the budget will be underspent as a result. On ensuring productivity of staff, Ms. Swami reported that NWMO managers regularly meet with their staff and the employee mid-year review cycle will proceed as normal. She also noted that a large number of NWMO employees were already working remotely before the pandemic. In addition to employees' regular work, many are undertaking additional work related to the pandemic recovery and planning. NWMO's flexibility will remain as long as required based on government direction and consideration for families not having access to child care.

Derek Wilson reported on the work of the Recovery Planning Team which is reviewing the integrated schedule and identifying work that can be brought forward to replace other work that is delayed.

Directors discussed the predicted delays to NWMO's program as a result of COVID-19 and asked about ways NWMO can mitigate the delays. Ms. Swami reported on how NWMO is looking for innovative ways to continue work but in some cases it was difficult as engagement with the community, in-person work and international experts are required. Ms. Swami discussed the importance of balancing the need to progress

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NWMO's work with the needs of the siting communities who are currently fully occupied with their pandemic response.

Directors discussed the timelines for returning to its offices and whether NWMO could easily adapt if things moved faster than expected. Ms. Swami stated that NWMO is carefully watching the government announcements and will adapt as needed however, return to the Toronto office will be slower due to staff concerns over transit and will be guided by NWMO's goal of zero COVID-19 transmissions.

A portion of the Board's discussion was held in camera.

Conclusion of Meeting

There being no other business, the Chair declared the meeting adjourned at 2:08 pm.

* Denotes actions to be taken.

Wayne Robbins

Wayne Robbins
Chair

Gillian Morris

Gillian Morris
Board Secretary