



**Energy Fuels Resources (USA) Inc.  
 Parental Leave Policy  
 September 15, 2022**

The purpose of paid parental leave (“PLP”) is to enable employees to care for and bond with a newborn or a newly adopted or newly placed child.

Parental leave with pay (per table below) will be available after the completion of 12 months of service to employees who wish to take time off from work to fulfill family obligations relating directly to the birth, adoption or new placement of a child.

Birth Leave Schedule		
Week(s)	Base Coverage	Work Requirement
0-1	Accrued Paid Leave or Self-Funded	None
2-8	100%	None
9-12	100%	Half-time, from home*
13-16	100%	Full-time, from home

Spouse/Committed Partner Leave Schedule		
Week(s)	Base Coverage Provided by EFR	Work Requirement
1-2	100%	None

Adoption/Foster Care Placement Leave Schedule		
Week(s)	Base Coverage	Work Requirement
1-6	100%	None
7-8	100%	Half-time, onsite (20 hrs./week)

\*Schedule to be determined in consultation with employee’s supervisor. Must be available for up to 20 hrs./week.

Employees must request leave from their immediate supervisor at least two months prior to the expected date of the beginning of the leave in order to be guaranteed leave pursuant to this policy. Requests for parental leave submitted fewer than two months prior to the expected date of the beginning of the leave are evaluated based on a number of factors, including anticipated operational requirements and staffing considerations during the proposed period of absence. Leaves must be approved by the supervisor and the Human Resources Department.

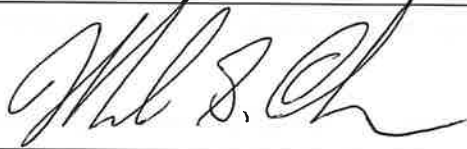
When parental leave ends, the employee may return to the same position and at the same rate of pay/salary (which may be subject to increases in accordance with the Company’s normal procedures for raises and cost of living increases).

If an employee fails to report to work promptly at the end of the approved leave period, the employee may be terminated.

The Company will continue medical/dental and life insurance benefits for an employee on parental leave. Vacation, holidays, and sick leave continue to accrue.



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<b>APPROVAL: Mark Chalmers President &amp; CEO</b>	<b>Date: September 15, 2022</b>
 <b>Signature</b>	<p data-bbox="682 609 901 682">10/17/2022</p> <b>Date</b>
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