NPX
Culture Code

We’re Just Getting Started





About NPX

We are here to make your transition to NPX as smooth as possible. We are so excited to have you here!

Our Mission

Make Nuclear Sustainable

We believe that Nuclear Energy is key in fighting the climate crisis. We are doing our part to make nuclear more cost-effective by integrating modern tools and technologies into the way we operate nuclear plants with a focus on data security and regulatory compliance.

Innovation is key for the nuclear industry’s future, and it can only be achieved by collaboration across utilities, vendors, and other community partners.









Our Core Values

At NPX, we take a distinctive approach to thinking and working, with innovation at the heart of everything we do.

Our commitment to creativity makes us a unique and dynamic team, and can be an exhilarating challenge for newcomers in the industry.

Our core values serve as guiding principles, illuminating our path and helping us thrive in this vibrant environment.

We’re Just Getting Started

What does this mean?

We believe in nuclear power as the clean energy option that will help to solve the climate crisis. We are doing our part to make nuclear sustainable for the long term.

- We actively participate in the industry
- We seek solutions that are best for the industry as a whole
- We have ambitious goals and are dedicated to improving our company so we can maximize our impact

Innovation Radar

We stay ahead of tech trends, experimenting with proofs-of-concept, piloting projects, and deploying high-quality solutions and experiences.

Continuous Improvement

We are always looking for ways to do things better! If you have a suggestion for ways to improve, we want to hear it! And then we want you to lead it!

Ambitious Goals

We have big goals and take actionable steps to achieve them. You'll hear Bharath talk about his BHAG (big hairy audacious goal) for NPX! We want to hear your goals (more on that later).

Radical Candor

What does this mean?

At NPX we value each other and treat each other with respect. We challenge each other honestly, work hard together, and most importantly we have fun together.

- We hire the best people (that's you!)
- We build diverse teams
- We work hard and treat everyone with respect and dignity
- We encourage each other
- We give radically candid feedback

You are Here for a Reason

There’s no need to worry about fitting in. You’re here. We believe in you. You get it. Let your work speak for itself.

Your Job is Not Your Only Job

We all have the same job: Help NPX win (and in turn make the nuclear industry and the world better).

Radical Inclusivity

We are actively creating a company that is both diverse and inclusive. We talk about it often and celebrate the unique identities of our team.

Blowing Customer’s Minds

What does this mean?

We exist to solve problems for our customers. To make their lives and jobs better. We don’t want to simply satisfy our customers, we want to delight them.

- We listen to and seek feedback from our customers
- We think objectively to make sound, fact-based, and customer-driven decisions
- We create new value for customers, without being asked
- We do what's best for the customer, even if it isn't what's the best for NPX

Customer Obsessed Over Competitor Focused

We do not worry about our competitors, we are solely focused on what is best for our customers.

Innovation at its Finest

For every decision we make or idea that we have, we should ask ourselves: “what's in it for our customer?” Customer obsession is at the heart of innovation.

Customer Success

We measure success based on real value provided to our customers. Their success is our mission.

Day 1 Today

What does this mean?

For us innovation isn’t just a buzzword or a marketing angle, it’s how we do EVERYTHING. We expect innovation from everyone, in everything they do.

- Everyone is an innovation catalyst
- We keep a flat org structure
- We are all accountable
- We have fun and celebrate
- We make time for innovation
- We stay on top of the latest advancements in technology

Innovation Time

We encourage you to spend time working on innovation projects. The idea is to foster creativity, scratch itches, get traction for radical ideas, and have some fun.

Fun is Important

We are adults but that doesn't mean we can't have fun. Work and play time is often interchanged - there's no reason to pretend you're busy. Just do great work!

Start-Up Mentality

We are and always will be a start-up. It’s the foundation upon which everything has been built. That means we move fast, remain transparent, celebrate the wins, listen to new ideas, and are constantly evolving.

Do Good Things

What does this mean?

We are obsessed with making an impact in the clean energy industry, in our communities, and the world.

- We give back as a team and as individuals during the work day
- We engage in and learn from our communities
- We discuss issues happening in our communities and what we can do to help

Our Approach to Giving Back

We have a high-impact team meeting twice a week to discuss our ongoing community initiatives and brainstorm new ideas.

Ongoing Learning and Discussion

We continue to educate ourselves through various avenues like our Indigenous Discussion Group, Lunch & Learns, and Cultural Awareness Training.

Inclusion & Diversity

We are focused on creating an inclusive and diverse workplace. This means doing things differently. We take a very direct and transparent approach to diversity.



Be Like Gregg

What Does This Mean?

Gregg Stewart was a visionary leader and one of the founders of NPX. In his memory, NPX has adopted this new core value which embodies the essence of Gregg's character and his profound impact on our company culture.

It is reminder that our success as a company is not just measured by our financial achievements, but by the positive impact we have on the lives of those around us. By embodying Gregg's spirit of dedication and support, we can create a workplace culture that fosters growth, collaboration, and collective success.

Let's honour Gregg's memory by striving to be the best versions of ourselves and making a meaningful difference in the lives of others, just as he did.

Unwavering Dedication, Kindness, and Support

Gregg went above and beyond in every aspect of his work and personal relationships, always striving to make those around him feel valued and supported. He didn't just meet expectations; he exceeded them with a genuine desire to uplift and empower others.

Seek Out Opportunities

Actively seek out opportunities to support and uplift your colleagues, clients, and community members. It means going the extra mile to ensure that everyone feels heard, appreciated, and empowered to succeed.

A Culture of Empathy

"Be Like Gregg" is about more than just completing tasks—it's about fostering a culture of empathy, collaboration, and genuine care for one another. It's about recognizing the humanity in each individual and taking proactive steps to make their experience within our company as positive and fulfilling as possible.

What Makes an NPXer?



Innovation Mindset

- Suggests/finds new ways of doing things better
- Actively participates in X-Projects



Growth Mindset

- Takes initiative - sets the vision for their projects or portfolio
- Continuously learns to improve themselves and their portfolio



Ownership Mindset

- Accountability - delivers what they promised
- Actively mentors others
- Actively engages in NPX traditions, forums and activities



Safety Mindset

- Prioritizes safety for self and others - nuclear safety, conventional safety, mental health and wellbeing



Customer Obsessed Mindset

- Builds a trusting relationship with customers
- Blows their mind with outstanding performance, customer service, and delivery
- High quality of work - no errors or rework



Community Mindset

- Leads community initiatives and is actively involved in the community HIT meetings
- Participates in other peoples' events and ideas and encourages others

How We Work

1 We are a Team

We all have the same job at NPX: Help NPX win (and in turn make the nuclear industry and the world better). We collaborate, share ideas, and take the time to learn from each other. Be prepared to share what you are working on with your biggest fans (everyone at NPX).



2 We are Accountable

We want you to become independent – from day one. At NPX you're given an incredible amount of freedom and autonomy. It's up to you to figure out how to approach a problem. No one is going to make you do it their way. We know that sounds awesome, but with freedom comes a ton of ownership and responsibility.



3 How and when Work gets Done

We're a start-up (and even when we aren’t anymore, we will act like one). We need to have a flexible environment and expect everyone to work in an agile and responsive way. The benefit to you is that we will give you a lot of flexibility in how and when works gets done because we're all adults and we trust you.



4 We take care of our People

At NPX we do everything differently (and better) – including how we take care of our people. We work hard, but we also prioritize health and wellbeing, family (NPX family and our own), and enabling you to grow as an individual. This is why we have vacation, innovation time, and focus on growth and development.



5 We take Initiative

We work in a fast-paced environment where you'll often have the opportunity to solve problems independently. While we’re here to support you, we also believe in empowering you to find your own solutions. Don't hesitate to ask questions, but remember that we trust you to take the lead on your tasks.


INNOVATIC
IN EVERYTHING WE

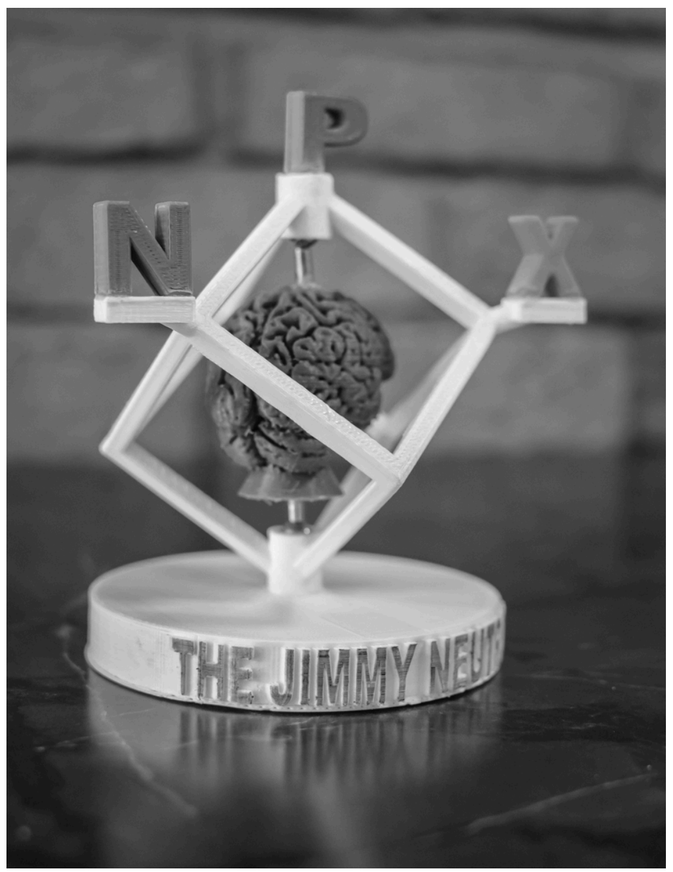

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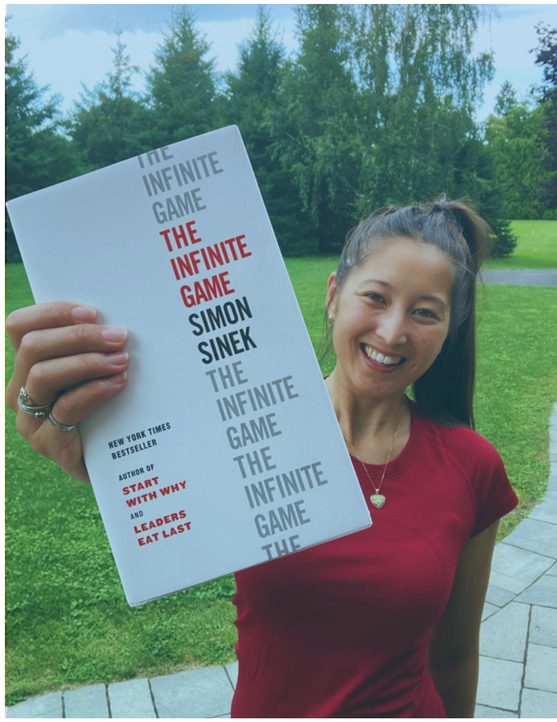



Working Time
Brooke Last
Gord Fountain
ROMAN Rael - NUCLEAR
Michael Fadalti
Derek Wan
Umer Shahid
Hemant Mistry
ABDALLA Emad
Mohamed El-Mansi
Mladen Latinovic
Endrew Delgado
Yinky Chan
Stella Macko
Lu Zheng
Abid Syed
Sharath Nangia


You are safe here.
The Cherrett Wall
— of Inspiration —




THE JIMMY NEUT


THE INFINITE GAME
SIMON SINEK
NEW YORK TIMES BESTSELLER
AUTHOR OF
START WITH WHY
AND
LEADERS EAT LAST

Employee Growth & Development

Limitless Growth Opportunities

Everyone at NPX has a growth track and chooses growth focus areas. We don't limit opportunities for growth. If you are a project manager that wants to learn about machine learning we want to support you!

Leadership Opportunities

Everyone has an equal seat at the table. You will get the opportunity to join leadership training sessions, apply leadership skills, and lead projects, no matter the stage you are at in your career.

Frequent Check-Ins

We continuously talk about growth and development as a company, in our teams, and at 1:1s. We set focus areas, give feedback, and check in regularly.



Employee Wellness

Vacation and Personal Days

Employees are encouraged to take vacation time to rest and enjoy themselves outside of work. We also have personal days and company-wide NPX days off.

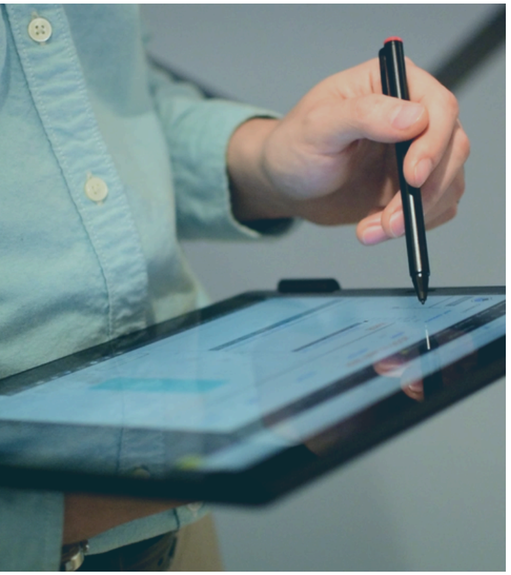
Excellent Benefits

Our approach to employee benefits is very flexible. We want your benefits to fit your needs. There are a wide range of options to choose from. That's why we have comprehensive health benefits with a focus on wellness and mental health plus a headspace premium subscription.

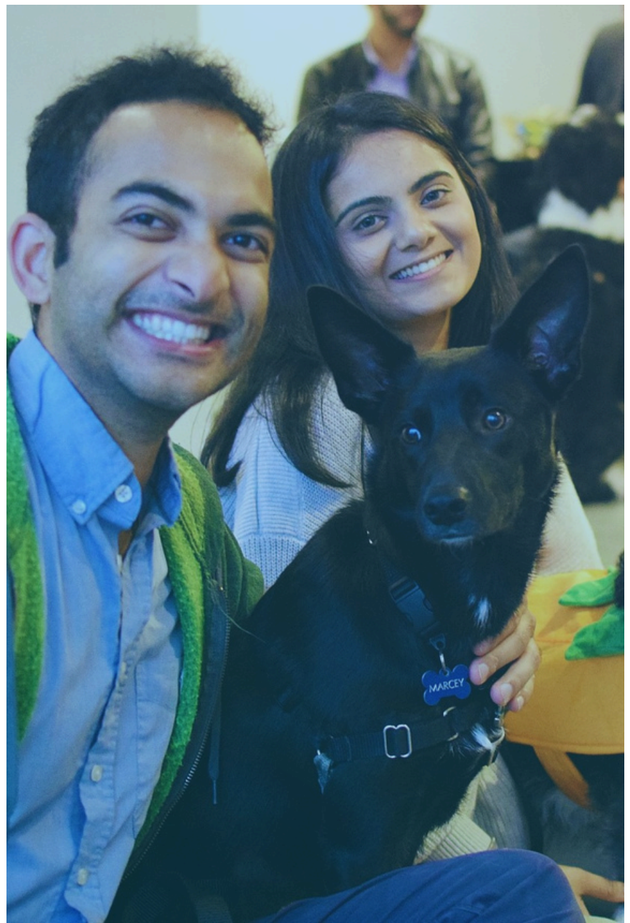
Continuous Check-Ins

We pulse our employees weekly on a series of questions about their experience at NPX. We use this data to identify focus areas and take action to make improvements for our team.










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Looking forward to working with you!

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