

# PYROWAVE

## A Workplace Guided by Strong Values

Pyrowave's mission is to develop the next generation of low-carbon materials through its microwave technology. To achieve this, we want to cultivate the next generation of talent who will want to put their creativity to work to achieve our environmental mission. It's all about putting your energy in the right place, and having fun doing it! Discover how Pyrowave aims to maintain a healthy and open-minded work environment!

\*The use of the masculine is only intended to lighten the text.



# PLM

Energy in the  
Right Place

2022

# A Free Work Environment, Where Life Is Good

Joining the Pyrowave team means immediately feeling included in a spirit of collaboration. “We help each other every day. It’s part of our routine,” one employee shared with us. Each member of the company is encouraged to communicate their ideas in a spirit of collegiality. “We are constantly looking to do different things and we want to stand out. That’s why we work with employees, partners and suppliers who inspire us and share the same values as us.”

Pyrowave nurtures a work climate where everyone feels valorised and at ease, no matter their ethnicity, age, gender, language or physical appearance. This openness forms a large part of the company’s culture and enriches it. “It is important for us to bring people from different backgrounds and cultures together because we strongly believe that this diversity is our greatest asset. It allows us to see problems from every possible angle and therefore, find creative solutions that no one else had never thought about before!”

Whether at the head office in Montreal, at the pilot plant in Salaberry-de-Valleyfield, working from home, or at social events, we encourage everyone to be who they are and feel at liberty to express their point of view because we know that this is how innovation comes to life!



# There Are No Bad Ideas Here

Pyrowave works in innovation and is on the rise. “It would be a disservice not to encourage our employees to share their ideas! Our brainstorming sessions are always a hit. We aim for variety, and we welcome ideas from everyone.”

Pyrowave projects are fueled by a certain clash of ideas that drive progress. “For example, when we face a problem, we are able to let go of our preconceived ideas and blind spots. We strive on listening to one another. We consult each other and make decisions taking into account everyone’s input. We have the opportunity to set up projects that are off the beaten path. Each team demonstrates creativity and benefits from the privilege of having unparalleled creative freedom. Everyone feels that they make a difference daily. We are pioneers in our field, leading the way for the next generation of low-carbon plastics.

Trial, error and learning are part of the daily routine. “We don’t judge ideas because we think that’s how we can break out of old paradigms and develop new innovations. Our creative approach is in co-construction.” In short, there are never bad ideas at Pyrowave!



## Putting Your Energy in the Right Place

Pyrowave believes that a healthy, open and free environment is essential to the success and development of its staff. The company rewards effort and results. It believes that its success is only possible if it respects the ideas and contributions of its staff.

“Putting your energy in the right place” means, on one hand, having a positive impact on the company’s mission - electrifying the future. On the other hand, it is about helping to create a strong, caring and welcoming corporate culture. Pyrowave encourages all employees to be open, welcoming and empathetic towards their colleagues - a vision that provides the necessary conditions to foster creativity and innovation.

# There Is Electricity in the Air at Pyrowave

During the hiring period, Pyrowave invites curious and creative people to join their teams. Working at Pyrowave means joining an inclusive and diverse team and participating in changing the world of today and tomorrow.

Discover



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