

Empowering Women in Nuclear

Our Commitment to Diversity
and Inclusion



The Importance of Women in the Nuclear Industry

Women have been instrumental in shaping the nuclear sector, from pioneers like Marie Curie to today's leaders driving innovation and safety. Yet, women are still underrepresented in this industry and it highlights the need for concerted efforts to promote gender diversity.

Empowering women in nuclear isn't just about equity—it's essential for the industry's credibility, innovation, and public trust. Diverse teams generate better solutions, enhance technical excellence, and strengthen societal confidence in nuclear. To fuel the global nuclear renaissance, **we must actively attract, retain, and elevate women throughout their careers.** Nuclear energy isn't just about technology, it's about people.





Our Commitment to Diversity and Inclusion

At NUVIA, we recognize that a diverse and inclusive workforce is vital for our success and the advancement of the nuclear industry.

We foster a truly supportive workplace, rooted in collaboration and respect, where every colleague is valued, empowered, and equipped to thrive. Beyond our walls, we engage with educational institutions and industry partners—including Women in Nuclear chapters—to spark the next generation of female talent in nuclear, providing mentorship, internships, and proactive outreach that build real pathways into our sector. Our commitments include:

1 Inclusive Recruitment

Implementing strategies to attract and retain women across all levels of our organization. Inclusive recruitment starts with gender neutral job descriptions focusing on the skills. We put everything in place to ensure fairness and transparency in every step of the recruitment process.

2 Equality Plan with Leadership Focus

We've developed a comprehensive equality plan to ensure men and women have equal opportunities at every level of our organization. Strategic Target: Achieve 30% women in management roles by 2030, prioritising gender balance in leadership to build a stronger, more diverse management pipeline.

3 Tailor-Made Coaching for Long-Term Growth

We offer personalised coaching programs designed to support skill-building, confidence, and career progression. This includes leadership coaching, peer-to-peer support, and succession planning to ensure women thrive at every stage.

4 Partnerships with Associations & Schools

We are forging strong collaborations with associations and educational institutions:

- Engaging with universities and technical schools to promote STEM to young women.
- Partnering with associations such as Women in Nuclear and Elles bougent, alumni groups, and networks to amplify career pathways and mentorship opportunities—aligned with broader industry movements

5 Awareness-Raising Against Everyday Sexism

We implemented training sessions to challenge unconscious bias, micro-aggressions, and stereotypes. These sessions ensure our entire workforce recognises and confronts ordinary sexism—creating a culture of respect and inclusion.

6 Self Development & Inclusivity Training

Our training suite is designed to build both leadership skills and cultural competence:

- Leadership & career-advocacy coaching for high-potential women.
- Inclusivity workshops for managers and recruitment teams to embed unbiased hiring and supportive workplace practices.

Championing Women, Changing Nuclear

By taking robust, integrated action across equality planning, coaching, partnerships, education, and inclusive practices, NUVIA is not just committing to change—we are leading it. **We champion women every day, ensuring our industry is inclusive, innovative, and sustainable.**



Voices from our teams:

Women Leading the Way at NUVIA

We are proud to share the experiences of some of our remarkable women employees who are making significant contributions to the nuclear industry:

Join Us!



Kelli McFadden

Project Manager, NUVIA Canada

Why Nuclear? It's clean, sustainable energy for the future. Why NUVIA? Diverse, high-impact projects, global innovation, and real career growth. In 2023, I joined NUVIA in an entry-level role. Two years later, I'm leading the project right here in my hometown of Port Hope, Ontario - supporting the safe cleanup of 1.7 million cubic metres of radioactive waste. As a local and a parent, it's meaningful to be part of a project that will protect our community for generations.



H  l  ne Turpyn

Prevention & Performance Director, NUVIA France

With over 20 years of experience across various industries, I made the move into nuclear and joined NUVIA two years ago. What I found was a company with strong values and a genuine commitment to equality, diversity, and inclusion. NUVIA has given me the opportunity to apply the skills I've developed throughout my career, while continuing to grow and learn through the diverse perspectives and experiences of those around me.



Saousanne Chebanid

Nuclear Engineer, NUVIA Middle East

I joined NUVIA just two years ago as an intern - now I'm proud to be a full-time Nuclear Engineer. I get to work on a wide variety of projects and I'm constantly learning and growing. To me, being 'Positively Nuclear' means embracing challenges and recognising the impact you make. I'm very proud to be part of NUVIA and the wider nuclear industry!



Hana Buresova

Head of Detectors Technology Division, NUVIA Czech Republic

Chemistry was always my favourite subject, and when I discovered nuclear chemistry, I knew it was the path for me. As a Business Unit Manager in the specialist field of scintillation materials and detectors, I enjoy the breadth of knowledge required - it keeps me constantly engaged, challenged, and motivated to stay up to date with both industry and management trends. NUVIA has given me the opportunity to apply my academic background to real-world projects - something I dreamed of when I graduated 18 years ago.



Ozma Taylor

Key Account Director, NUVIA UK

I've worked in the nuclear industry for over 20 years, and for the past three years, I've been with NUVIA. I'm privileged to serve as a Non-Executive Director for WiN, supported by NUVIA, after completing their non-executive training programme. This Board position is broadening my experience and shaping my career, and I'm feeling 'positively nuclear' about what's ahead!

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