



Our culture shapes the way we work. The problems we are attempting to solve are massive therefore we want Kopernik to be a great organisation that attracts, develops and excites exceptional people who want to play a part in solving some of the biggest challenges facing the world today.



1. WE VALUE BOLD IDEAS THAT CHALLENGE THE STATUS QUO

- + We are constantly seeking and experimenting with bold, impactful solutions to people's real needs.
- + We demonstrate and communicate the impact of our work with evidence.
- + We value action and learn from our successes and from our failures.



2. WE HAVE THE HIGHEST PROFESSIONAL STANDARDS

- + We take pride in our work and value the highest standards in everything we do.
- + We seek to stretch and grow ourselves so that we can make a real and lasting impact for people living in the last mile.
- + We can all take initiative – titles don't matter. If we see a problem, rather than complaining about it we will suggest and take action on a better way to do things.
- + We are always honest, ethical and fully transparent.



3. WE > I

- + We support and help each other and all contribute to Kopernik's impact – no matter our position, team or title.
- + We celebrate different perspectives with an open-mind and respect.
- + We give and receive feedback with continuous improvement and learning as the objective.
- + We treat others how we would like to be treated. This means we never raise our voices, we don't talk down to each other, we don't talk behind people's backs and we don't send rude messages. No jerks allowed.



4. WE ARE LEAN AND COST EFFECTIVE

- + We value lean and cost-effective, implementation and evidence collection methods. This also applies to our internal operations - we want to avoid unnecessary bureaucracies while maintaining rigor.
- + Scaling for us does not necessarily mean more or bigger. It's about the influence we can have on the development system to solve poverty more effectively.