
Together, we commit to acting with integrity, respect, and responsibility

This Code of Conduct sets out the standard of behaviour and ethical principles expected of every employee in all professional situations.

It applies to all staff as well as to anyone acting on behalf of EUROMETA: suppliers, subcontractors, service providers, and partners.

This Code of Conduct is based on trust, dialogue, and shared responsibilities.

Through this document, EUROMETA affirms its commitment to conducting its business in a responsible and sustainable way, in compliance with its commitments to Quality, Safety, the Environment, Ethics, and Corporate Social Responsibility.

QUALITY AND PROFESSIONAL EXCELLENCE

Ensuring excellence in our processes, products, and relationships.

OUR COMMITMENTS

- Carry out each task with care and professionalism.
- Comply with standards, procedures, and commitments towards employees, customers, and suppliers.
- Actively participate in training, audits, and continuous improvement initiatives.
- Immediately report any anomalies, defects, or non-conformities detected in the production cycle.
- Develop and maintain skills to meet the demands of the job.

HEALTH, SAFETY AND WORKING CONDITIONS

Guaranteeing the safety of individuals and a healthy, safe work environment.

OUR COMMITMENTS

- Comply without exception with all applicable safety guidelines at all company sites.
- Wear Personal Protective Equipment appropriate for the activities being performed, particularly in production areas and workshops.
- Immediately report to Management any accident, incident, or hazardous situation.
- Never bypass a safety procedure even under time pressure.
- Actively participate in risk prevention and maintain a clean, tidy and safe workplace.
- Use equipment and materials in accordance with established guidelines.

RESPECT FOR PEOPLE AND HUMAN RIGHTS

Fostering a respectful, inclusive, and supportive work environment.

OUR COMMITMENTS

- Uphold respect, dignity, and fairness for every person regardless of gender, origin, age, disability, religion, or personal circumstances.
- Reject all forms of discrimination, moral or sexual harassment, intimidation, or violence.
- Encourage direct, constructive, and respectful communication.
- Handle all reports or situations of conflict with seriousness, impartiality, and confidentiality.

EUROMETA condemns all human rights violations, including forced labour, child labour, and all forms of exploitation.

ETHICS, INTEGRITY, AND CORRUPTION PREVENTION

Upholding honesty, transparency, and integrity in every professional interaction.

OUR COMMITMENTS

- Comply with the laws, regulations, and internal rules applicable to our activities.
- Reject all forms of corruption, fraud, influence peddling, or illegal practices.
- Do not accept or offer gifts, benefits, or favours that could influence a professional decision.
- Report immediately any situation that could constitute a conflict of interest.
- Act with integrity, respect and discretion in all professional dealings.

Any failure to comply with the principles of integrity may result in corrective or disciplinary action.

DATA PROTECTION AND CONFIDENTIALITY

Ensuring information security and data protection.

OUR COMMITMENTS

- Protect the company's confidential, technical, commercial, and strategic information.
- Do not disclose or transmit sensitive information outside the professional context.
- GDPR - Comply with applicable rules regarding personal data protection and confidentiality.
- Use IT and digital tools responsibly and securely.
- Comply with internal policies regarding cybersecurity.
- Do not use the company's IT equipment and systems for inappropriate personal purposes.

SUSTAINABILITY COMMITMENT

Reducing our environmental impact and promoting a sustainable economy.

OUR COMMITMENTS

- Comply with environmental regulations applicable to our activities.
- Optimize the use of resources, raw materials, energy, and water.
- Reduce waste at source and promote its sorting, recycling, and recovery.
- Prioritize sustainable solutions, short supply chains, and recycled or recyclable materials whenever possible.
- Integrate environmental considerations into technical and organisational decisions.
- Take the initiative to improve the company's footprint performance.

RELATIONS WITH CUSTOMERS, SUPPLIERS, AND PARTNERS

Building sustainable, transparent, and responsible connections with all our stakeholders.

OUR COMMITMENTS

- Embody EUROMETA's values: professionalism, courtesy, and honesty.
- Meet deadlines, fulfil contractual obligations, and quality requirements.
- Promptly inform the relevant parties in the event of difficulties or unforeseen circumstances.
- Comply with the Ethical Procurement Charter and promote responsible purchasing.
- Participate in supplier assessment and audits.
- Encourage our suppliers and partners to adopt ethical, social, and responsible practices.

USE OF COMPANY RESOURCES

Using company's resources responsibly and professionally.

OUR COMMITMENTS

- Use company equipment, tools, vehicles, and materials solely for authorized business activities.
- Ensure that the equipment provided is properly maintained.
- Report any anomalies, damage, or inappropriate use.
- Protect the company's tangible and intangible assets.

ENFORCEMENT OF THE CODE OF CONDUCT

Trust, dialogue, and collective responsibility.

The primary objective is to prevent risks, rectify situations, and promote continuous improvement in practices.

Training, awareness campaigns, and internal audits may be conducted to ensure the proper implementation of this Code.

Any employee who witnesses or is a victim of behaviour contrary to the principles of this document is encouraged to report it directly to Management.

All reports will be handled with confidentiality, impartiality, and consideration.

Any verified breach may result in appropriate corrective or disciplinary measures.

Every EUROMETA partner is required to apply these principles in their dealings with our company and to report any situation that is contrary to the commitments outlined in this document.

Contact: eurometa@eurometa.fr