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OUR VALUES

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Our organisation is what makes us different

What sets setec apart is undoubtedly the original way in which the company is structured - a desire expressed from the very beginning by the founders - as a human-scale organisation within one of the largest engineering groups in France. setec currently employs over 3,800 people working in more than 40 companies, each of which employs between 30 and 300 professionals.

This allows us to maintain a human dimension within our teams and in our relationships with our clients, while retaining the economic and operational strength of a group.

Employees who are owners of their company

Since setec was founded in 1957, the company has always been independent. This approach was inspired by what existed in the United States at the time, where design offices kept their independence from any economic influence in order to serve the best interests of their clients and employees.

A few years later, the management introduced a profit-sharing scheme for employees, and thereafter decided to open up its share ownership to employees throughout the group. Year after year, this system, which is exceptional among French design offices, has expanded and demonstrated its reliability and durability. When a shareholder leaves the company, they sell their shares, which are taken over by new shareholders chosen by the partners. Today, setec has almost 450 employee shareholders.

Gender Equality Index

For a number of years now, setec has been pursuing a proactive Human Resources policy to promote the development of employees.

Our commitment is reflected in the initiatives taken by each of our companies in terms of skill development, gender diversity and parity.

These initiatives are based on the commitments made and formalised in the Engineering Gender Charter, signed by the Group on the 14th of October 2021.

Among these commitments is the equal opportunities for women and men. To achieve this, we are paying particular attention to developing our pay and internal promotion policy to ensure that this is transparent and fair for our teams and for candidates wishing to join us.

The result of this shared commitment is a 2023 index of 85%, a figure that has increased steadily since being introduced in 2019. This is the result of a lasting, shared determination and is an encouragement to pursue further action to achieve this goal.

In addition to the index, our major challenge in terms of parity concerns the feminisation of engineering professions and access for women to all functions, regardless of the level of responsibility required. Women currently account for 30% of our managerial staff.

In practice, this means creating the right conditions for internal promotion to encourage all female employees who so wish to take up positions of responsibility and to reconcile their professional and family lives, as is the case for all our employees (amongst them are 4 of our subsidiary managers and the Group's General Director).

*"I was impressed by the combination of setec's culture of engineering, field experience and of all the projects that the Group undertakes. The atmosphere is one of benevolence without complacency, the independence that makes us responsible for our own destiny, and the open approach to challenging questions. At setec, I've rediscovered what made me choose engineering in the first place: the teamwork, the exciting projects that come to life and the variety of subjects."*

*Anne-Marie CHOHO - General Director*