

HUMAN AND SOCIAL DIMENSIONS

AT THE HEART OF OUR VALUES

The safety, health and well-being of our employees is our priority. Our human approach enables us to guarantee a flexible organisation and a close relationship with our teams and our clients.

Organisation on a human scale

The distinctive feature of setec is undoubtedly the unique organisation based on human scale companies, which was a desire of the founders from the very beginning. setec now employs around 3,800 people in more than 40 companies, each with between 30 and 300 employees.

This choice has enabled us to maintain a human dimension within our teams and in our relationships with our clients, while retaining an economical and operational strength throughout.

Quality of life at work at the heart of our approach

Placing the well-being of our employees as one of our top priorities, the quality of life at work aspect takes on a whole new meaning at setec.

Diversity of teams

At group level, women represent 35% of the workforce, a figure higher than the average for the French engineering sector.

Since 2013, a generation contract has been in place to integrate new recruits through apprenticeships and the nomination of technical advisers. The transfer of skills is achieved by creating junior/senior pairs.

Our objective is to hire at least 15% of employees aged 50 and over, as well as 80 young graduates on permanent contracts each year.

setec Foundation

The **setec Foundation** was officially created in April 2020, under the patronage of the Fondation de France, with a very broad range of activities, as it can contribute to humanitarian, social, environmental, scientific, educational, cultural and heritage works, in France and abroad.

setec consultants finances this foundation, and all employees can collectively contribute through corporate philanthropy.

