

SYMATESE

THE SCIENCE OF TISSUE REGENERATION, RECONSTRUCTION AND THEIR ADMINISTRATION SYSTEMS, FOR THE BENEFIT OF DOCTORS AND PATIENTS.

OUR HR POLICY



GENERAL PRINCIPLES

The organization commits to:

- Comply with labor laws, applicable agreements, and social dialogue
- Ensure equal opportunities and non-discrimination
- Promote diversity and inclusion
- Combat all forms of harassment or inappropriate behavior
- Ensure the confidentiality of personal data

RECRUITMENT & ONBOARDING

- Recruitment based on skills, experience, and potential
- Transparent and fair processes
- Structured integration of new employees (welcome, training, integration follow-up, and onboarding)



SKILLS DEVELOPMENT

- Anticipating skills needs
- Equitable access to professional training
- Annual appraisal and development interviews
- Support for career paths and internal mobility



PERFORMANCE MANAGEMENT

- Setting clear and measurable objectives
- Objective and fair evaluation
- Recognition of individual and collective performance

COMPENSATION & BENEFITS

- Fair and consistent compensation policy
- Respect for equal pay
- Employee benefits tailored to the needs of employees

WORKING CONDITIONS, HEALTH & SAFETY

- Prevention of occupational risks
- Promotion of health, safety, and well-being at work
- Continuous improvement of working conditions
- Work-life balance

