CSR Booklet 2026

Introduction

Sustainable development—defined as a "mode of development that meets the needs of present generations without compromising the ability of future generations to meet their own"—concerns all citizens and rests on three main pillars: the economy, society, and the environment.

For HYTEM, this translates into CSR (Corporate Social Responsibility), a form of ethics that commits the company to a moral course of action. Working in close collaboration with its stakeholders, the company integrates social, economic, environmental, and ethical concerns into its operations and maintains ongoing dialogue to identify, prevent, and mitigate any potential negative impacts arising from its activities.

Large companies are legally required to publish a CSR report. This report outlines the actions taken and the strategic directions adopted within the scope of their operations, ensuring that they are fulfilling their commitments to sustainable development.

For HYTEM, this is a voluntary initiative launched by Executive Director that involves all employees. Below, you will find details regarding our CSR policy and our current and future initiatives.

Enjoy reading,

Key Figures

Areas of Expertise:

RF and microwave specialist; design and manufacturing of components, interconnections, and systems.

Creation: 1994

1 Site:

Paris area (France)

Already 1400 clients:

Served worlwide

2026 Ecovadis

Certification ISO 9001 : 2015

HYTEM'S IDENTITY

Established in 1994, HYTEM has continuously evolved within the radio frequency (RF) and microwave sectors. The company has grown into a key industrial player through the creation of specialized departments dedicated to RF and microwave cable assemblies and connectors, RF components, and RF design and integration. This diversification has strengthened its command of its comprehensive product portfolio, enabling it to deliver increasingly innovative solutions to its customers.

HYTEM is reinforcing its investment strategy to maintain competitiveness and transition toward the automation of manufacturing processes for measurement and control equipment. Technological advancements and a wide range of application areas have driven HYTEM to develop a comprehensive, end-to-end product offering. High quality, total reliability, and great flexibility—combined with an ever-expanding product range—secure HYTEM's dominant market position.

Stock availability of the most common models addresses the need for responsiveness and flexibility in meeting customer demands.

OUR POLICY

Our company is committed to developing its activities in a sustainable, responsible, and ethical manner, integrating quality, respect for people, environmental preservation, and transparency into all its practices.

Quality and Excellence

- Guarantee that products and services meet legal and regulatory requirements as well as customer expectations.
- Implement a continuous improvement approach based on listening, innovation, and process control.
- Ensure the traceability and reliability of operations to strengthen stakeholder confidence.

Social and Human Aspects

- Respect and promote employees' fundamental rights: equality, diversity, inclusion, and non-discrimination.
- Ensure health, safety, and well-being in the workplace.
- Encourage continuous training and skills development.
- Foster social dialogue and the active participation of employees in decisions that affect them.

Environnement

- Reduce the carbon footprint through optimized resource and energy management.
- Promote the circular economy: recycling, reuse, and waste reduction.
- Develop innovative solutions that respect biodiversity and ecosystems.
- Raise awareness among employees and partners regarding environmental issues.

Responsible Purchasing

- Select suppliers based on criteria regarding quality, environmental stewardship, and social responsibility.
- Prioritize partnerships with local stakeholders committed to sustainability.
- Require compliance with international standards (human rights, working conditions, anti-corruption).
- Incorporate CSR clauses into our purchasing terms to promote transparency and fairness.

Business Ethics

- Maintain impeccable conduct based on integrity, transparency, and loyalty.
- Combat all forms of corruption, fraud, or anti-competitive practices.
- Respect data confidentiality and protect sensitive information.
- Promote responsible and exemplary governance.

This Quality and CSR policy serves as a reference framework for all our employees, partners, and suppliers. It guides our daily actions and reflects our commitment to making a positive contribution to society.