



## Commitment of the Executive Board

METAS – where Switzerland is at its most accurate.

The Federal Institute of Metrology (METAS) serves as the Federal Government's centre of competence for all issues related to measurement, for measuring equipment and for measurement procedures.

As the national metrology institute (NMI), we are at the forefront of measurement accuracy in Switzerland while playing a leading role in the Swiss and European measuring system and in the conformity assessment of measuring instruments that are to be put on the market, as well as their manufacturers.

We carry out our remit in accordance with the Federal Act on the Federal Institute of Metrology and maintain cooperation with third parties: in legal metrology with the verification laboratories as well as with the cantons and their verification officers, in the dissemination of units with our designated institutes, and concerning other services in our sphere of competence with the Federal authorities.

Our policy, objectives and tasks are in line with the strategic goals defined by the Federal Council.

### Our commitments to quality, security, risks and opportunities

We structure our business activities in a process-oriented, standardised manner based on opportunities and risks, thereby fulfilling the needs of other parties requiring our services. Our management system specifications are fully met, and all [relevant standards](#) and laws are complied with by our employees.

We provide the necessary and appropriate resources in order to ensure the effectiveness of the integrated management system and thus the ongoing success of the institute.

The management undertakes to respect the impartiality, neutrality, confidentiality and independence of our certification and laboratory activities and also to conduct periodic reviews of the management system with a view to improving it continuously.

### Our quality goals

We offer economic, efficient and professional services that are provided within agreed deadlines, with maximum benefits for society, the economy, research and administration and that meet and satisfy the needs of our customers. We obtain correct, internationally comparable, reproducible and hence independent and trustworthy measurement, inspection and certification results. We strive to achieve [international recognition](#) of our measurement results and certificates, notably through participation in CIPM MRA or through [accreditation](#) of specific areas.

When establishing the national measurement base, we make sure to realise the unit definitions. We conduct the necessary research and development work at the national and international levels, in accordance with the [code of conduct for scientific integrity](#).

### Our risk objectives

We consider our risks as an opportunity to improve ourselves. Timely and structured identification, evaluation and treatment of our strategic risks and identified opportunities are integrated into our management processes, in addition to our internal control system (ICS).

### Our security and information security goals

As part of our risk management, we strive to maintain business continuity management. Our aim is to respond to unforeseen events professionally, deal with the security-relevant events systematically and initiate any necessary measures immediately. We also focus on measures to counteract the loss of confidentiality as well as to safeguard the integrity and availability of our information. We strive to provide safe and healthy working conditions and take preventive measures to guard against work-related injuries and illnesses.

**Our goals for social sustainability and gender equality**

As a progressive employer, we offer our qualified and professional personnel long-term prospects. We encourage and support training at all levels.

We undertake to convey transparent and timely information (METAS culture) internally and to regularly consult our personnel or their representatives (social partners). We are committed to [equal pay](#) and equality through the implementation of a gender equality plan. As part of this, we regularly conduct awareness campaigns addressed at our employees and managers. Our staff report (including management) includes gender-related indicators to promote improvement.

We do not tolerate gender-based violence, especially sexual harassment.

**Review of our policy and management system**

Our management system is periodically reviewed to determine its effectiveness by external and independent bodies, our institute council, by means of personnel and customer surveys, and by means of management appraisals performed by the Executive Board. Any necessary measures are defined and systematically implemented.

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