

SUCCESS STORY – GRUPO MITRE

Argentina, Latin America

General Information

Grupo Mitre is a medium-sized enterprise with 83 employees. The company operates in the Argentinian construction sector and specialises in demolition and infrastructure work.

Status Quo

Before participating in the Integrity Journey, we had no specific policies defined for managing compliance risks. Our company is very committed to sustainability and is part of the Global Compact Network Argentina, but we lacked practical experience to effectively prevent corruption.

Developing a Comprehensive Code of Ethics

In order to raise the integrity standards of our company and further advance our sustainability policy, it was necessary as a first step to develop a comprehensive Code of Ethics. Our commitment to ISO 140001 Certification B, which sets international requirements for an environmental management system, further increased our motivation to improve our compliance mechanisms. The knowledge we gained during the Integrity Journey laid an important foundation to achieve this ambitious goal. However, we also knew from the beginning that we could not ensure sustainability policies if our employees did not follow our Code of Ethics and compliance policies. The involvement of our staff was therefore crucial.

Commitment of Management is Essential

The biggest challenge for us was to build our integrity programme from scratch, as the Integrity Journey was our first experience in this area. Our staff were very motivated to implement the required processes and to adopt international best practices. The tools and support from the trainers of the Integrity Journey were crucial to ensure we were going down the right path. The whole process was very time-consuming, hence the commitment of management is important to have enough resources and time to implement the integrity programme.

Integrity is at the Heart of Every Business Decision

We now have an integrity programme that is fully based on our Code of Ethics. The entire integrity programme has been developed based on this lived document and according to the best practices in our industry. The most significant change is the raised awareness of our employees that ethics should be at the heart of every business decision.

Following a Collaborative Approach

For us, it was essential to involve as many people in the company as possible right from the beginning. The involvement of staff from different departments was necessary to develop a more comprehensive compliance management system and to promote ownership of adherence to existing integrity measures. Our best practice is to follow a collaborative approach to developing the Code of Ethics. The co-creation process was more time-consuming, but in the end the implementation of the new compliance measures was a huge success.

Our Advice for Other Companies

You need to be patient and take the necessary time to set up an effective integrity programme. Once the Code of Ethics was developed, we were able to communicate the transition to higher integrity standards to suppliers and stakeholders. However, the Code of Ethics has even more value as an internal guide than an external statement, as it allows us to grow while ensuring that everyone in the company shares our values, mission and vision.

