

CORINNE JOUX



Corinne Joux, CEO of **Degometal**, has spent decades in the fastener industry, witnessing its evolution through digitalisation, automation and rising quality standards. Yet, she believes the most significant transformation has been cultural, with strides in diversity reflected in the growing presence of women across technical roles, R&D and management...



How did you get into the industry?

At the time, the Sales Director happened to be my neighbour. I had just finished my studies and had no professional experience. He was looking to expand export sales and was interested in my language skills.

Very quickly, I began working closely with the company's Managing Director who later became my partner for more than 20 years. He recognised my adaptability and strong work ethic, which helped me progress quickly within the organisation and take an active role in shaping its strategy.

To this day, one of my greatest strengths remains my deep understanding of the operational side of our business.

What does your day-to-day job involve?

As CEO, my responsibilities go far beyond day-to-day management. I oversee strategic vision, ensure the continuity of our industrial expertise and promote ongoing innovation, while staying closely connected to what's happening on the ground.

I work to grow the company, support our teams and strengthen Degometal's position in a highly technical and demanding market.

I also place great importance on passing on both skills and values, not only to men but increasingly to women, whose collaborative and cross-disciplinary perspectives bring real value to the sector.



Degometal's products are supplied to renowned industrial groups in various sectors including the automotive industry, electrotechnics and electrical appliances.





What are the biggest changes you have seen in the industry and company since you started?

Over 40 years ago, the fastening industry was almost entirely male and often resistant to atypical profiles. Productivity was the main focus.

Today, the industry has been transformed: digitalisation, automation, quality standards and environmental impact are all front and centre. However, the biggest change is about the culture in the industry as attitudes are shifting. Diversity, especially gender diversity, is now seen as a strength. Women are increasingly present in technical roles, R&D and management. At our company, we've actively supported this evolution by bringing more women into the business.

Moreover, amid global industrial competition, I'm proud to be fighting every day to maintain production in France.

Can you share some of your career highlights and milestones so far?

My path has been shaped by continuous challenges. I worked my way up through different roles before becoming CEO. One of my proudest achievements is helping transform a family-run business into a respected player in the fastening sector without losing our human values.

A defining moment was the death of my husband in 2001. That's when I truly took over the company, in a context that was personally painful and professionally demanding. I had to act fast, reassure the teams and stay the course.

That experience revealed a strength within me I didn't know I had. I realised that leadership isn't just about knowledge, it's about embodying a vision and values, protecting and sharing them, especially with your teams. That ordeal shaped me and reinforced my belief that resilience is a key skill, particularly for women in industry.

What is your favourite thing about the fastener industry?

Its apparent simplicity hides remarkable complexity. A rivet may seem insignificant, yet it can be a crucial component for safety and reliability.

I love the combination of technical precision and the quiet, real-world impact our work has on major projects.

It's also an industry built on transmission of know-how, experience and trust. I'm proud that our group, Degometal, with its two French production sites, 4F and TPI, provides an environment where people can grow and learn, including young women just starting out.

Unfortunately, attracting new candidates remains one of our biggest challenges today.

What do you think needs to be done to encourage more women to get involved in the fastener industry?

We need to break down stereotypes as the industry, and fastening in particular, is not just for men. It's equally important to highlight female role models, because visibility inspires confidence.

We should also promote technical and industrial careers from secondary school onwards, showing that these paths are open and rewarding for everyone.

At our company, we regularly welcome apprentices and interns, giving them a chance to imagine themselves in an industrial future. Ultimately, it comes down to supporting and recognising talent whatever the gender.

If you could, what piece of advice would you give your younger self as you started working in the fastener industry?

Believe in yourself. Build your credibility through your work, your skills and your personality.

Stay curious and disciplined. Learn from others but never lose sight of who you are.

And above all, don't wait for doors to open. Sometimes you have to push them or build them yourself.

Any final thoughts?

The fastening industry is evolving for the better. It's becoming more advanced, cleaner and more inclusive. But this momentum must continue and women are key to that progress. I hope we'll soon stop talking about "women in industry" as something unusual, and simply see it as normal. I'm proud to have played a part in this shift, and even prouder to see it carried forward by a new generation of talented and committed women.

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Degometal's quality policy is built on customer satisfaction, strong performance and motivated staff.

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