

# NEUTRAL POLICIES AND PROCEDURES

**Company name :** Innpact S.A.

**Activity sector :** Activités financières et d'assurance

**Company category :** PME

## Description of the action

All the policies and procedures are neutral, not specifying any criteria in relation to age, gender, nationality that could lead to discrimination. The standard policy is applicable to all the same way. Standard HR handbook shared with all employees, Flexible Working Framework as an appendix to the employment contract for any new hired.

## Context

Innpact acts as a Bcorp and adopts a neutral posture in HR management

## Objectives

Standard policies and procedures, transparent communication and standards easy to apply.

## Approach

The policies and procedures are written not taking into account age, gender, nationality ... but level of function, expertise, performance, seniority when applicable. The policy is communicated to all employees.

## Impact

Transparent and fair HR management.

## « To do »

Assess the policies and procedures to various situations to test they are neutral.