

# STANDARD BENEFITS

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

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

**Company category :** PME

## Description of the action

Benefits are only in relation to level of function and seniority, never to age, gender ...: pension plan, additional health insurance, seniority gift, additional holiday after 10 years at Innpact. There is a standard package based on the level of function. Participation to ESOP is based on bonus to be invested, but not on the level of function.

## Context

Remuneration policy is defined according to the level of functions. Levels are linked to skills and experience. Everytime there is a change of level for an employee, the company applies automatically the benefits in relation to the level of function.

## Objectives

Standard policies and procedures, transparent communication and standards easy to apply - Fair remuneration policy.

## Approach

Remuneration policy is defined according to the level of functions. Everytime there is a change of level for an employee, the company applies automatically the benefits in relation to the level of function.

## Impact

Trust and commitment

## « To do »

Apply the standard rules to all employees