

# ENSURE OUR TEAM SPIRIT AND INCLUSIVE MINDSET ARE THE FOUNDATIONS OF THE COMPANY AND THE TEAM WE BUILD TOGETHER

**Company name :** Palana S.A.

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

**Company category :** PME

## Description of the action

- Action type: procedure (recruitment, Employee Handbook, governance, spirit)
- Target: all staff
- Duration: indefinite

## Context

Diversity and Inclusion are imbedded in our strategy at Palana, our actions are not the results of a business or economic analysis but they are our values and culture, they are an intrinsic component of our vision for a normal working environment and world around us.

Palana in figures:

- 56 employees
- 14 nationalities (from 4 continents)
- Gender balance (F/M): 48/52 %

As a young company, Palana's aim is to create a professional environment that is conducive to everyone's development regardless of gender, origin or background, promoting exchange and respect for others.

We value and praise the individual differences in our Team and we cherish everyone's contribution. We believe strongly that it adds value to the services delivered to our clients as it adds depth and breadth to our perspectives.

## Objectives

Ensure our Team spirit and inclusive mindset are the foundations of the company we build together.

## Approach

By design, we work to remove biases in our processes: along the recruitment process by removing personal preferences in candidate assessments, through the appraisal process which includes a mix criterias to ensure we actively promote diversity, to a flexible HR policy that provides the required leeway to accommodate as many personal constraints and preferences as possible.

We value ideas more than titles. Everyone can influence the firm's development regardless of their seniority. We encourage constructive debates.

## Impact

Quantitative impact: gender balance is maintained up to the senior management roles and monitored as a Key Performance Indicator.

**« To do »**

Value and praise the individual differences in your Team  
Cherish everyone's contribution.

**« Not to do »**

Not applying diversity within your recruitment process