

# FROM POLICY TO ACTION PLAN

**Nom de l'entreprise :** CapFields

**Secteur d'activité :** Activités financières et d'assurance

**Catégorie de l'entreprise :** PME

## Description de l'action

Awareness of all company members - on-going process

## Contexte

As part of our CSR action plan, we decided to formalize and transform to action CapFields's diversity policy.

## Objectifs

Create awareness Evaluate opportunities of actions Define an annual action plan

## Approche

-Sharing Diversity Policy with all company members -On the basis of 3 identified priorities, assigned a person to launch 3 working groups to establish a feasibility study -Choose the top priority (Career Path & Leadership and communication).

## Impact

Diversity related actions mainly impact 2 of our core activities Advisory and Sales. Such initiative generates some team interactions and constructive discussions to improve the way a person is transformed from Expert into Hereo.

## « A faire »

Define the Diversity Product Owner in order to design the Diversity Policy of the company

## « Ne pas faire »

For small companies do not choose to take all possible items of the Diversity policy in order to avoid counter productive team works.