

NEUTRAL POLICIES AND PROCEDURES

Nom de l'entreprise : Innpact S.A.

Secteur d'activité : Activités financières et d'assurance

Catégorie de l'entreprise : PME

Description de l'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.

Contexte

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

Objectifs

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

Approche

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.

« A faire »

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