

FOCUS ROOMS SELECTION STRATEGY

This year, THS Armada is bringing change to the focus rooms by manually selecting the companies that can have their booths in the rooms. Companies pay the same base price for the booth, but have the privilege to exhibit in a premium space, based on their performance and innovation in diversity and equality. It is important for us that the companies are featured in Diversity Room because their values align with ours and not because they could pay for it. This is one further step towards equality and diversity at THS Armada.

THE SUSTAINABLE DEVELOPMENT GOALS

The criteria were chosen by the Diversity Team at THS Armada and are based on SDGs 5, 10 and 16. They represent what THS Armada strives for and have been designed based on current practices and proven strategies to increase welfare. SDG targets on which our criteria are based are the following:

- 5.1** End all forms of discrimination against all women and girls everywhere
- 5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- 10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
- 16.7** Ensure responsive, inclusive, participatory and representative decision-making at all levels

5 GENDER
EQUALITY



10 REDUCED
INEQUALITIES



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



THE CRITERIA

DIVERSITY AS A CORE VALUE OF THE ORGANISATION

The core values represent a company's interests and goals, thus having diversity as a core value means they are actively working towards a more equal and diverse workplace.

PRESENCE AND QUALITY OF AN INTERNAL DIVERSITY POLICY

The presence of a diversity policy shows the commitment of the company towards raising awareness and working towards a more inclusive workplace.

INCLUSION OF DIVERSITY TOPICS ON CHANNELS/PORTALS

The importance of diversity, equality and inclusivity should be demonstrated by having easy access to diversity communication on the company's website and social media channels.

SHARE OF WOMEN IN MANAGEMENT/LEADERSHIP POSITIONS

The presence of women in the Board of Directors and in the company's leadership shows the company's commitment to gender equality and representation.

COMMUNITY ENGAGEMENT LEVEL

A company's dedication to diversity issues can be demonstrated through awareness campaigns and events internal and external to the workplace.

POINTS IN THE FT DIVERSITY LEADERS RANKING

The Financial Times ranking relates the implementation of different impactful diversity practices to a point system, ranking companies from around the world, including Sweden.

COVID-19 STRATEGY

Community action shows commitment to social issues and altruistic culture, and an implication in the COVID-19 crisis, which affects the most vulnerable social groups in Sweden, is a good example of this commitment.

INNOVATIVE WORKPLACE CULTURE

THS Armada believes in innovation, and this also applies to workplace practices and organisational structures. This criteria gives the chance to smaller companies to be featured in Diversity Room even if they may have smaller resources.

