

# DIVERSITY POLICY

THS Armada believes in an organizational culture of diversity, but most importantly inclusion. Diversity is one of Armada's core values and we work actively both internally and externally towards becoming an organisation where everyone feels welcome.

Armada has zero tolerance for discrimination based on race, gender, sexual orientation, religion and physical ability.

## HOW DOES THS ARMADA WORK WITH DIVERSITY?

### INTERNAL INCLUSION

- ◆ Internationalisation; promote the inclusion of all students in all levels of the organisation
- ◆ Minimisation of the gap between different parts of the organisation; allow for ideas to be heard, evaluated and implemented.
- ◆ English is the language for all forms of communications

### RECRUITMENT

- ◆ Awareness about pitfalls, unconscious bias and interview technique

### SOCIAL MEDIA AND MARKETING

- ◆ Awareness about representation, language, picture choice and graphic design

### DIVERSITY ROOM

- ◆ An exclusive area at the fair for companies who work actively with diversity, inclusion and equality creating a platform where companies can be matched with student who share the same values

### DIVERSITY DAY

- ◆ During the diversity day the companies in the Diversity room will be having events where focus is on their Diversity work and be able to interact with students

