



THS Armada
2021

Head of Diversity
Anastasia Angeli
2021-05-06

Criteria for Selection of companies to Diversity room

Criteria	Quantity basis (from 1 to 5)	Weightage	Remarks	Comments after grading
% women in total employee strength	0-10%, >10-20%, >20-30%, >30-40%, above 40%	1	Women in organisations sends a strong message. Representation.	Not easily available, rather use BOD women to grade
% women in BOD	0-10%, >10-20%, >20-30%, >30-40%, above 40%	0.5	Women in management position is in SDG 5.5.2	
% international people in total employee strength	0-10%, >10-20%, >20-30%, >30-40%, above 40%	1	Diverse team demonstrates the reality in commitment towards diversity	Not used for grading (at least just from website)
Communication about diversity (in website)	More than 20 minutes to get data >10-20 minutes to get data >5-10 minutes to get data >2-5 minutes to get data Less than 2 minutes to get data	0.5	Clear communication is always needed	
Diversity events conducted per year	No events 1 2 4 More than 4	0.5	Events increase engagement within people from various backgrounds	Includes events not necessarily organized but sponsored by the company, or programs organized



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Points in FT Diversity Leaders ranking	7.0-7.1, 7.1-7.2, 7.2-7.3, 7.3-7.4, 7.5+	0.2	Verified classification (Less importance as some companies may not be in the list)	Maybe find a better ranking with more scandinavian companies
Diversity action plan	No mention, Mentioned on their website, Included in their business strategy, Annual goals defined(non-quantified), Quantifiable goals defined	1	Diversity washing vs. integrated in company culture. SDG 5.C.1	
COVID 19 strategy	No action taken, Measures to support employee (like Work from home, remote meetings), Awareness & motivation sessions, Donations to local hospital/organization, Production of PPE/volunteer program	0.25	Action taken in times of crisis.Employee well-being	
Innovative	?	0.5		
Diversity made as one of core values of the organisation	No(1) Yes(5)	1	Core values	How to evaluate core value?

Criteria are based on SDG goals

SDG 5-Gender equality, 10- Reduce inequalities and 16-Peace, justice and strong institutions



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Criteria document to be published:

This year's 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 for THS Armada.

The SDGs

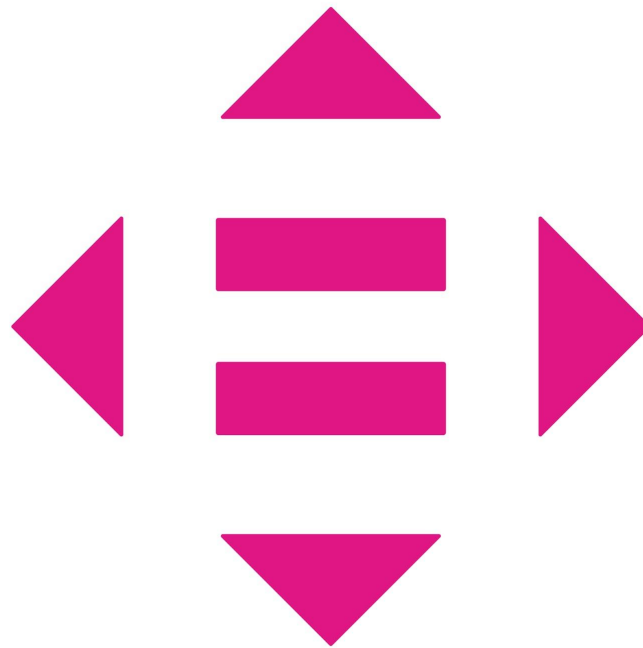
The criteria were chosen by the Diversity Team at THS Armada and are based on SDGs 5, 10 and 16. They represent what THS Armada strives for and have been designed based on current practices and proven strategies to increase welfare. SDG targets on which our criteria are based are the following:



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10 REDUCED INEQUALITIES



5.1

End all forms of discrimination against all women and girls everywhere



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5.5

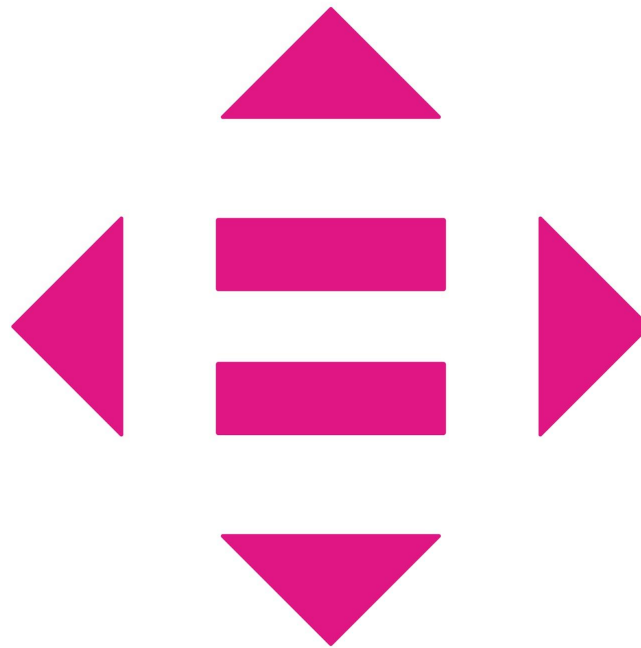
Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life



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10 REDUCED INEQUALITIES



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



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16 PEACE, JUSTICE AND STRONG INSTITUTIONS



16.7

Ensure responsive, inclusive, participatory and representative decision-making at all levels



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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 different proven diversity practices for different companies and established a point system.

- 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.