



THS Armada
2019

THS ARMADA DIVERSITY ROOM 2019

THS Armada is the largest career fair in the Scandinavian region and KTH is proud to hold this fair every year. Armada revolves around Diversity and Sustainability as their core values and we make sure we follow them in every aspect of the fair. THS Armada truly believes that the best teams are created when there is a clear focus on equality and diversity. It follows, that equal value and opportunities are fundamental in our work. The Diversity Room showcases the companies that embodies diversity in their workplace.



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Sogeti embraces the value of diversity within their company and the entrepreneurial spirit of the people. The company is working towards building a diverse workplace with several initiatives like #addher, which is an external network for IT women in order to ring about a positive change and attract more women to take up roles and positions. They participated in awareness programme to highlight the gender balance issue in the IT industry in several locations. They are a global company providing solutions to a wide variety of customers keeping innovation and happiness of the customer at the core of their heart.

According to Capgemini, they globally support diversity by

- Identifying and selecting diverse employees according to objective, job-related criteria and unique skill sets
- Providing a sound and fair working environment where staff can grow and develop
- Supporting Employee Resource Groups (ERGs) that drive our diversity agenda through grass-roots passion and initiatives
- Leveraging diversity as a source for innovation and inspiration
- Continuously reviewing and improving our HR practices and procedures
- Identifying barriers or restrictions to diversity and taking action to remove them
- Training and continuously educating line and HR managers
- Communicating the spirit of our diversity policies and agenda to everyone within the company
- Establishing measurements to monitor our diversity dimensions, how we recognize differences, and utilize diversity as a strength



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Well who hasn't heard of Amazon? At least once in your lifetime you have had a delivery from Amazon. Amazon is working towards being the most customer centric company. They continually work towards creating a diverse and inclusive work environment so that everyone feels welcomed. Amazon has been named as one of the best places to work on Human Rights Campaign's Corporate Equality Index and LinkedIn's Top Companies; been recognized on the NAACP Equity, Inclusion, and Empowerment Index and the Disability Equality Index. Amazon has affinity groups, also known as employee resource groups, which bring Amazonians together across businesses and locations around the world.

Read more about how the company works towards diversity here:
<https://www.aboutamazon.com/working-at-amazon/diversity-and-inclusion>



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Klarna.

Smooth payments

Klarna actively works to increase diversity in terms of age, gender, geographical provenance and educational and professional background within their leadership structure. Since 2016 Klarna have had clear diversity targets for the end of 2019 with 40% Female managers and 30% female CXO/VP/Director(s). These targets are going great, where Klarna is on track to fulfill their diversity goals. One of Klarna's main values is opportunity, which for Klarna means that they want to change how the world views payment and shopping to a view which creates social sustainable value and increases diversity.



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TECHNOLOGY FOR INFRASTRUCTURE PROJECTS

TFIP wants to change the traditional construction industry, both in terms of digitalization and diversity. The construction field is a field with few women and many men. This fact is something that TFIP wants to change, and they campaign to increase awareness and to increase the amount of female engineering students each year through their female engineer network. TFIP believes that to change the industry, we need to change the way the field is being viewed. This is done at an early age, promoting the engineering field to woman is therefore very important to TFIP.



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Electrolux

Electrolux vision is to “shape living for the better”. They always strive to improve and develop in their products to fit everyone. Electrolux states that they believe that outstanding taste and experiences should be easy for everyone. They have formed a program called “the better living program”, which is an 11-year actionplan to shape a better future that involves 100 actions. They always strive to develop and in order to make that possible, they have to dedicate employers with different backgrounds and cultures. Electrolux started in Sweden and are now a global company with an international workspace. Electrolux recruits from all over the world.



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EVERY

EVERY believes in bringing people together regardless of background. They take a social reasonability and strengthen people they work with. For example, they assemble people with different backgrounds and competencies. They actively work on developing leaders who take responsibility and their board and leadership is close to equal in terms of male / female. EVERY also work with the nonprofit organization called Hello World. It involves bringing children between the ages of 8-18 together and develop their skills in different forms of digital creation. This is a way for EVERY to give back to the upcoming generation.