



## Diversity, inclusion and sustainability

With globalization, there is increased interaction between different cultures and organizations, making it important for employers to take cultural differences into account in order to best include all profiles. KHRs is built on the interplay between diversity, inclusion, and sustainability. These principles have a positive impact on society, prioritizing people and the environment over profit. KHRs has partnered with the UN Global Compact, supporting our commitment to running a sustainable business that contributes to a world with greater diversity, inclusion, and equality for all. Through upskilling and developmental programs, we support our employees in improving their ability to interact, build relationships, and contribute to their local communities.

The UN Global Compact aims to make business practices more sustainable across the globe. You can read more about the specific Sustainable Development Goals we have chosen to focus on on the following page.



## 4 QUALITY EDUCATION



KHRS has developed a digital learning platform, E-asylearn, through which we contribute to the UN Sustainable Development Goal 4 on Quality Education.

The course materials clearly outline the purpose and objectives of each course and are easily accessible, particularly because the platform supports 12 different languages and includes a text-to-speech function.

This makes the target group of learners broader and helps increase access to quality education within the population.

## 5 GENDER EQUALITY



We also strive to achieve gender equality by promoting greater independence among immigrant women and encouraging them to participate in the Danish labor market.

This aligns with UN Sustainable Development Goal 5 on gender equality.

At KHRS, we take cultural differences into account in order to best facilitate a healthy integration process for immigrant women. There can be strong feelings and attachments to traditional gender roles, which can be difficult to let go of. It is therefore our responsibility to facilitate development that reduces insecurity and gradually helps balance an integrated understanding of gender roles and a sense of safety.

## 8 DECENT WORK AND ECONOMIC GROWTH



By training employable citizens, we aim to contribute to the UN's Sustainable Development Goal 8, which focuses on promoting decent work and economic growth.

There is currently a shortage of service workers, and we are committed to increasing the number of workers in this sector to help drive economic growth.

Our employees are trained with health as the top priority, in order to prevent work-related injuries—for example, through our ergonomics course.

## 10 REDUCED INEQUALITIES



In addition to gender equality, we also focus on reducing overall inequality, which aligns with UN Sustainable Development Goal 10, aimed at reducing inequality within societies.

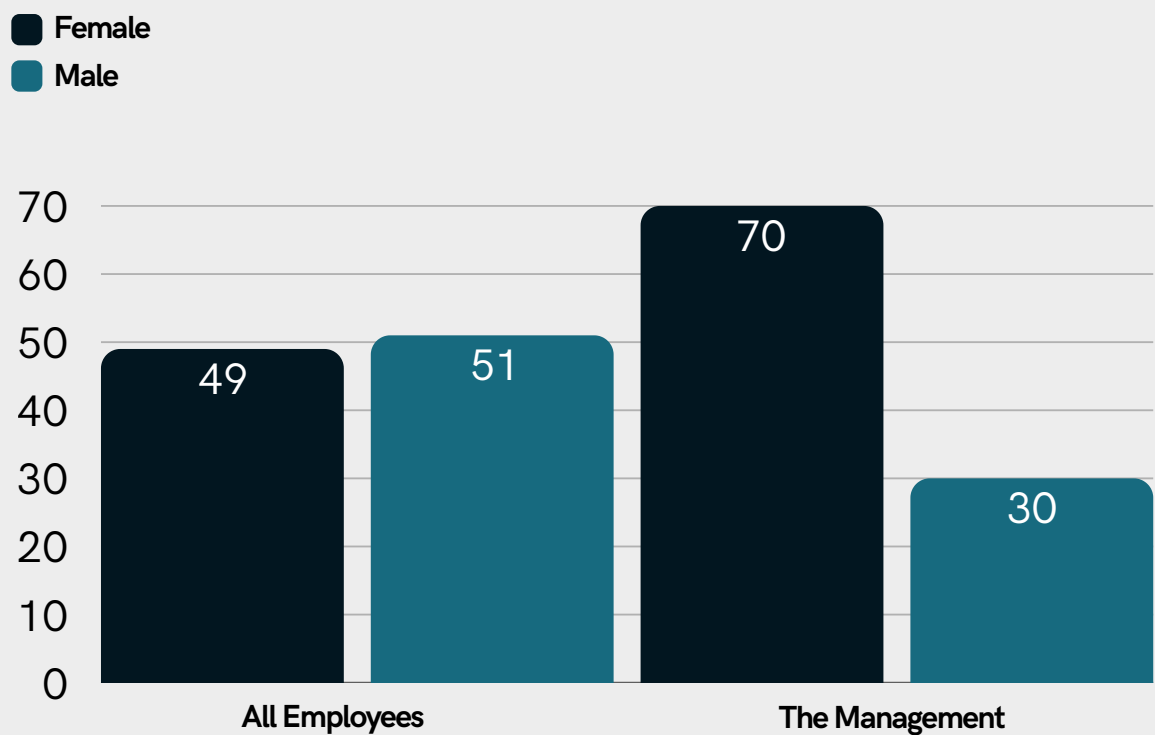
At KHRS, we have implemented this by prioritizing human rights and maintaining a zero-tolerance policy towards any form of discrimination.



KHRS has experienced how our female employees from diverse backgrounds develop, particularly gaining increased self-confidence when given the opportunity to enter the labor market and become more independent. These are precisely the factors that demonstrate why inclusion is important for local communities, and they are also what drive KHRS's work.

This has a positive impact on mental health and overall well-being. Inclusion of people from diverse ethnic backgrounds also has a positive effect on society by increasing representation and reducing inequality among minorities.

**Our commitment to gender equality is also reflected in the gender distribution of our employees:**  
KHRS employee gender distribution in %



## The Diversity Pledge

In addition to the many ways KHRS embraces diversity, we have also signed the Confederation of Danish Industry's (DI) Diversity Pledge to demonstrate our dedication to our core values of diversity and an inclusive workplace.

More than 95% of our employees have an ethnic background other than Danish. Respect for everyone—regardless of gender, ethnic or religious background, race, or sexual orientation/identity—is fundamental to running the company effectively and ensuring a safe and welcoming work environment for all employees.

Moreover, diversity contributes to innovation and creativity within the organization.

We therefore work actively to implement and adhere to DI's 16 principles on diversity and inclusion.



An important component of a successful integration and inclusion process is that more companies are open to working with and hiring people from diverse backgrounds. At KHRS, we understand this, which is why we focus on this specific target group.

Furthermore, we strive for inclusion in terms of age and gender, employing individuals aged 24 to 50+, and maintaining a high proportion of female leaders. Greater diversity in leadership provides a stronger foundation for making decisions that benefit the company in the long term, thereby future-proofing the organization.



## Social Sustainability

KHRS is in the process of obtaining B Corp certification to further strengthen our commitment to sustainability and to prioritize the environment over profit. B Corp is a 360-degree assessment that thoroughly evaluates companies across 300 different criteria.

Together with more than 8,000 other companies in 101 countries, we aim to redefine traditional business practices into something that places less strain on the planet and its people.

The most important goal is increased transparency, ensuring that companies take responsibility for their actions.

We use the UN Sustainable Development Goals (SDGs) to set clear targets for achieving environmentally friendly business practices.

KHRS places a strong emphasis on sustainability, which is demonstrated through our E-asylearn platform. Not only is it an environmentally friendly tool, but it also provides lifelong learning opportunities that our employees carry with them.

In addition, KHRS collaborates with STAR through the Sporskifte Project, which aims to retrain employees in order to prevent wear and tear, enabling them to remain in the workforce for a longer period of time.

In line with B-Corp principles, we also place great importance on employees' mental health, particularly for individuals undergoing integration. Ergonomics is a key component for all KHRS workers to prevent work-related injuries and thereby reduce sick days among our staff.

This demonstrates KHRS's broader and more sustainable commitment to the health and well-being of our employees.

**Certified**



®

**Corporation**

## Why Inclusion?

Diversity is important for society today—not only because of increased globalization but also for local communities. The more employable individuals who are in work, the more development there is in society. We believe we have a social responsibility to maintain a diverse workplace. However, it is important to utilize and understand diversity—not just put it on the agenda for the sake of reputation.

At KHRS, we understand that there can be challenges in this regard, which is why we consciously involve the perspectives of our diverse employees. Diversity is inevitable for KHRS, as our target group primarily consists of people undergoing integration, individuals with physical or mental disabilities, and refugees.

However, diversity does not just mean superficial variety. It means actively ensuring that all employees feel included, and that management is attentive to preventing negative stereotyping of minorities. Inclusion is therefore equally as important as diversity. This results in employees who thrive and feel seen and recognized as meaningful members of the company.

In cooperation with EURES, we have taken on the goal of increasing labor mobility across borders in order to reduce the shortage of skilled workers in Europe. Inclusion is crucial in this process, as it makes more workers available to meet this need.

Our commitment to inclusion therefore extends beyond borders, because we believe that increased labor mobility contributes to stronger and more dynamic societies. Sustainability is achieved when workers develop new skills—either within their current industry or in new areas. Through EURES, employees have the opportunity for personal development and self-realization by seeking the best career opportunities across Europe.

