

# Integration and mental well-being

Mental health and well-being in the workplace has become an important part of corporations in terms of values. This is also something we place heavy emphasis on in KHRS, especially due to the diverse group of employees we have.

## The importance of integration

The diversity at KHRS is enriching for the company's work flow, but it also means extra mindfulness towards our employees. Cultural differences influence mental well-being differently, and it is important to take this into consideration.

An important component of integration is actively participating in society, for example by working, and thus becoming a part of Danish society. A lack of proper integration can have a negative impact on mental and physical health. At KHRS, we not only facilitate integration into the labor market but also strive to help immigrants in a more holistic manner.

We encourage our employees to speak Danish and assist them with technical aspects such as MitID or similar. In this way, they begin to feel like a part of the community, which increases well-being.

Facilitating the integration of immigrants is a part of KHRS' DNA, as we genuinely believe that this is a target group with potential, but they need the resources we can offer. We are dedicated to training and educating employees so that those without education or experience can find employment. This inclusion also promotes the UN's Sustainable Development Goal of reducing inequality.

**“I feel more at home  
in Denmark than I do  
in Morocco.”**

- Employee at KHRS



# Well-being at KHRS

Mental health is crucial and relevant to focus on in all the contexts we engage in. Work occupies a large part of everyday life, and therefore it is even more important to talk, think, and act in ways that include a focus on improving and strengthening mental health. The work environment greatly influences productivity, and the well-being of employees affects their mental state.

Through ergonomic courses, we also ensure the prevention of work-related injuries, which leads to fewer sick leaves.

**“I enjoy the social aspect when I am at work.”**

- Employee at KHRS



An important aspect of well-being at KHRS is giving our employees the opportunity to develop professionally. Many of our supervisors started out with cleaning, and through motivation and the right tools, have achieved their growth goals.

We believe that motivating employees in this way increases confidence and happiness at work, especially when our employees feel recognized in this manner.

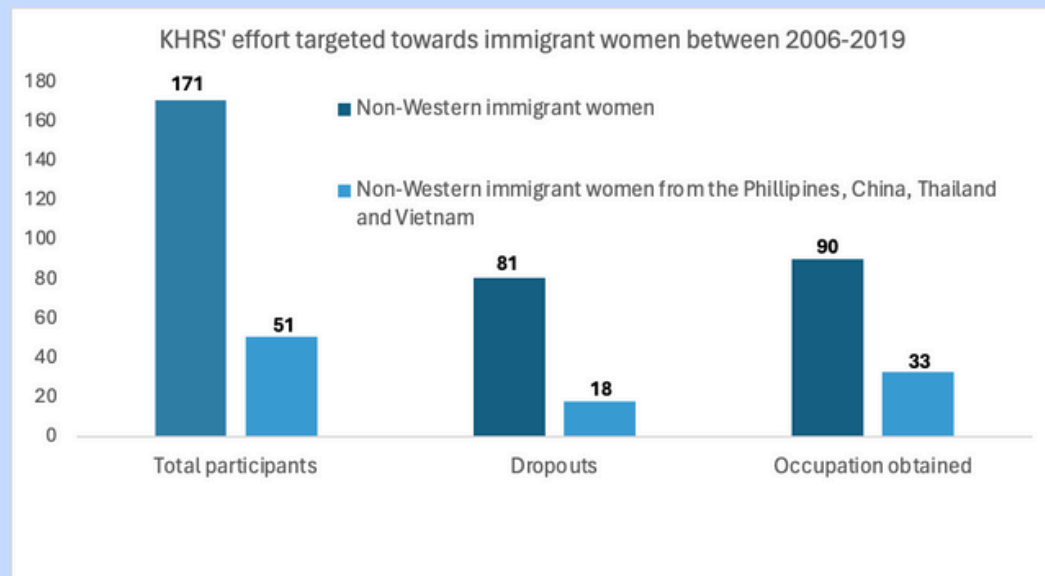


We are also constantly working to improve the sociability among our employees, as this increases their sense of belonging to KHRS, which has a positive impact on mental health. This includes joint activities that strengthen teamwork and social chemistry among the employees.

# Immigrant women and well-being

It is especially important to encourage participation among immigrant women. At KHRS, we have examples of cases where immigrant women have poor mental health because they stay at home and are isolated from society, and this inequality stems, among other things, from cultural differences regarding gender roles. Frustration over not understanding the language or having independence is a problem for many immigrant women, and the loneliness that arises from isolation can lead to health issues such as obesity and sleep disorders. This can also result in low heart function and poor living conditions.

Through our various efforts, we have succeeded in employing 113 women from MENAP countries, including Turkey. Our experience with immigrant women is that it requires extra effort and more resources.



KHRS has observed how these women develop and gain increased self-confidence when they have the opportunity to enter the labor market and thus become more independent. Additionally, loneliness is reduced when their network expands and they come into contact with others who may have the same challenges. This has a positive impact on mental health and overall well-being. More physical activity reduces obesity and related disorders. It is important to combat this inequality, although there can be challenges with their circumstances.

First and foremost, due to strong feelings about gender roles, immigrant women's husbands may find it difficult to relinquish control, which hinders the women's independence. Therefore, it is important to involve the women's husbands so they can be more supportive, and to ensure that the process holistically involves the entire family. This influence affects integration on a higher level and sets an example for children regarding gender roles.

**“I was hesitant at first, but KHRS has helped me gain confidence.”**

- Female employee at KHRS