



Anti-discrimination: Workplace and Business Practices against Discrimination at Avarn Security in Sweden

Anti-discrimination activities at Avarn Security: Active anti-discrimination measures taken at Avarn Security in Sweden focus on close work with unions, matters of pay, annual gender equality plans, risk analysis, preventive action, and customer engagement. These policies are firmly established and implemented in concrete practices:

Importance of Social Dialogue: as a basis, Social Dialogue and Collective Agreements play a key role in putting in place anti-discrimination policies at company level and in the promotion of inclusion - e.g. in staff training.

Involvement of staff: security officers receive targeted anti-discrimination training based on attitudes and norms. Anti-discrimination policies are implemented in practical and critical exercises, including line of value exercises, role plays and power techniques. Specific anti-discrimination competences are identified and communicated, and the company set in place a zero-tolerance policy. The company also proposes these trainings to customers.

Involvement of customers: another key strategy to foster inclusive workplaces at Avarn Security Sweden is cooperation on the matter with customers. The company tries to raise customer demands on diversity and inclusion in the tendering process and raises awareness to the importance of these matters as a factor of qualitative services when meeting with customers - including the presentation of anti-discrimination plans within the company and documentation of management and leadership training on the matter.

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