

# Example of Logent's ESG initiatives

As a result of Logent's ambition to reduce inequalities (listed as a guiding principle under social) we have developed several **long-term diversity and inclusion initiatives**, which encourage the employment of individuals who would otherwise struggle in the Swedish job market (such as newly arrived immigrants and disabled people). These initiatives makes Logent one of the **top ranking employers in Sweden**, referred to as a "leading example" by the Swedish Employment Agency.

Our three initiatives within this field is detailed below:

## Immigrant people for work

In collaboration with the Swedish Employment Agency, Logent has developed a process to use Swedish Government funds (anställningsstöd) to help immigrants retain a job. The goal is to help introduce newly arrived immigrants to the Swedish labour market.

The initiative was launched in 2017, and Logent has employed over 200 newly-arrived immigrants since.



## Disabled people for work

Logent launched an initiative in 2019 to employ people with disabilities such as autism, concentration difficulties, hearing loss, etc.

Through a study conducted at two sites in 2019, Logent identified work stations where roughly 20 people could be employed.

In 2020 the goal is to further expand the initiative to all logistics sites, and employ 20 more people more, as well as provide this service to external customers.



## Logent support & matching

Support & Matching is a new business area within Staffing, launched in December 2019, as a consequence of the demounting of the Swedish employment agency

Historically the Swedish employment agency were responsible to find and match immigrants and disabled people into companies such as Logent. After the restructuring of the Swedish employment agency, were this service has been demounted, Logent has taken on this responsibility. This means that Logent find the people for our initiatives "Immigrant people for work" and "Disabled people for work" ourselves. Beside this Logent also support such individuals with guidance for studies and general job searching.

