

Goals	Measures	Status	Target year
<b>Responsible employer</b>			
<b>Equal opportunities and no discrimination when it comes to recruitment and career opportunities</b>	Signing, providing information on and bringing to life the Diversity Charter. Internal appointment of diversity officer	●	2021/22
<b>Promotion of basic scientific and technical literacy among schoolchildren</b>	Partnerships with schools in Vöcklabruck, Braunau, Wels and Salzburg that have received the MINT quality seal (see also 'Local links')	●	2023/24
<b>Retain and build on expertise and capacity for innovation at the company</b>	Implementation of the RAGkademie programme with internal and external trainers, HR business meetings	●	2023 f.
	RAGkademie – internal: training and knowledge transfer: project management, Personal Efficiency Programme (PEP)	●	2021/22
	Participation in Great Place to Work programme	●	2021
<b>Inform prospective employees about the opportunities on offer at RAG Austria AG</b>	Reaching out to schoolchildren and students: Appearance at trade fairs such as Teconomy 2022	●	2022
<b>Digitalisation of HR processes</b>	Mobile use of SAP applications (EAP8 renewal), and optimisation of the travel expense reimbursement process	●	2023
<b>Mobile working – lessons from the coronavirus crisis</b>	More flexible mobile working models for certain employees based on what the company has learned from the coronavirus crisis	●	2021/22
<b>The proportion of female employees at RAG is to be increased to 30 % by the end of 2025, and sustainably and continuously increased from there</b>	Increase employer attractiveness specifically for the female target group: application for equalitA seal of quality in 2023, focus for advertisements (e.g. 'Karrierestandard' in Der Standard newspaper), participation in the Daughters' Day in April 2024. Application for berufundfamilie seal of quality 2024	●	2025
<b>The proportion of female managers is to be increased from 7 % to 20 % by the end of 2026</b>	Increase employer attractiveness specifically for the female target group: application for the equalitA seal of quality in 2023, specific and target group-oriented advertisements and articles (e.g. women in technology), focus for advertisements (e.g. 'Karrierestandard' in Der Standard newspaper), participation in Daughter's Day in April 2024. Application for berufundfamilie quality seal in 2024	●	2026
<b>Sustainable mobility offering for employees to be made more accessible and more attractive</b>	Use of e-bikes at all RAG locations; introduction of company bike scheme and evaluation of additional attractive sustainable mobility benefits for employees, e.g. Klimaticket rail passes, Wiener Linien public transportation season tickets, company car leasing options for electric vehicles	●	2025
<b>Raise awareness among all employees of sustainability and promote individual contributions</b>	Inclusion of a mandatory sustainability target as part of the annual target agreements for all	●	2024