

**Goals**

**Measures implemented in 2018**

**Measures planned for 2019/20**

**Gender equality**



- ✓ Gender pay gap calculated

- Action to equalise pay where necessary

**New work culture**



**Staff development activities**

- ✓ Staff development activities connected with the RAGkademie, aimed at broadening employees' skills and optimising interdisciplinary cooperation in the fields of surface engineering, geology, reservoir management and subsurface engineering.
- ✓ Programmes designed to promote the appointment of women to leadership roles, and to develop the skills of employees aged 50 and over (in cooperation with the AMS [Public Employment Service Austria])

- Drive to expand staff development activities associated with the RAGkademie, and short-term job rotation opportunities aimed at enhancing knowledge transfers and interdisciplinary collaboration
- Staff development activities focused on executive development and project management



**Alternative working time models**

- ✓ Proactive promotion of increased use of the attractive alternative part-time working models, with the focus on pre-retirement part-time working arrangements

- Updating and expansion of the pre-retirement part-time working offers



**Digitalisation of HR processes**

- More efficient and user-friendly HR processes for employees and managers, including goal setting agreements arising from performance reviews, mobile use of SAP applications, and optimisation of the travel expense reimbursement process

**Goals**

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**Measures planned for 2019/20**

**Workplace health management**



**Keeping employees fit**

- ✓ Workplace health promotion "Brain-friendly working in the world of multitasking" strand

- Workplace health promotion: Focus "Movement and awareness raising"
- Addition of a "return to the workplace" process to the workplace health promotion programme (project in cooperation with the IfGP [Institute for Health Promotion and Preventive Medicine] and the VAEB [Insurance Institution for the Austrian Railways & Mining Industry])

- ✓ Introduction of height adjustable desks to prevent postural damage

- Ongoing

- ✓ Introduction of "myClubs" subscriptions as an additional dimension to the sport and health activities

- Ongoing

