

Topic	SDG	Target	Time horizon	Actions	Status
Attractive employer		Maintenance of employee satisfaction stability and strengthening of the employer brand	short and medium term	Participation in certification processes	achieved
				Anchoring strategic employer branding in the HR strategy	partially implemented
Employee satisfaction		Increasing employee satisfaction through flexible working conditions	short and medium term	Establishing and further developing the RAG Family Initiative and measures to make working hours more flexible	achieved
Health promotion		Promoting employee health through sustainable health management	short and medium term	Expansion of occupational health management with annual focal points	partially implemented
Safety at work		Further development of the security culture in practice	short and medium term	Audits and training with specialists, reporting of unsafe actions	partially implemented
Education and training		Strengthening innovative capacity by retaining skilled workers and fostering a learning-oriented management culture	short and medium term	Continuous development of management skills and provision of a digital learning management system; individualization of learning and development opportunities; practical training through cooperation	partially implemented
				Alignment of training offerings with contemporary content; promotion of professional and personal skills, establishment of transparent career and development opportunities	partially implemented
				Optimization of the onboarding and continuing education process; promotion of knowledge retention through the involvement of former employees	in planning
Diversity and equal opportunities		Diversity and inclusion as an integral part of corporate culture	short and medium term	Participation in inclusion projects	achieved
				Expansion of internal company guidelines	partially implemented
				Creation of a RAG diversity strategy	in planning