

Workforce

Objectives	Measures	Status	Target year	Comments on target achievement
“equalitA” seal of approval from the Federal Ministry for Economic Affairs and Climate Action for the promotion of women within the company	The “equalitA” seal of approval was awarded in 2023/2024 for the “RAG Family Initiative” – which includes childcare during school holidays, a parentchild office, improved parental leave support and flexible working time models to support employees with care responsibilities. The measures strengthen family-friendly personnel policy and equality within the company.	●	2023/2024	The “equalitA” seal of approval was successfully awarded in 2023/2024 for the “RAG Family Initiative” in 2023/2024. The measures for family-friendly personnel policy have been fully implemented and sustainably strengthen equality within the company. This means that the goal of promoting women within the company has been achieved.
“berufundfamilie” certification	RAG promotes the compatibility of work and family life through measures such as flexible working time models, individual re-entry programmes, childcare services and regular employee surveys on the further development of family-friendly services. This ensures sustainable support for employees.	●	2023/2024	The “berufundfamilie” certification has been successfully achieved. RAG implements comprehensive family-friendly measures that ensure a sustainable work-life balance. The goal has thus been achieved.
Increase the proportion of women to 30% by the end of 2024	Increase employer attractiveness specifically for the female target group: application for the “equalitA” seal of approval in 2023, specific and target group-oriented advertisements and articles (e.g. women in technology), focus on advertisements (e.g. “Karrierestandard”), participation in “Töchtertag” and “Girls Day” in April 2024. Application for the „berufundfamilie” seal of approval in 2024	●	2023/2024	The measures led to a relative increase in the proportion of women of just under 1%. Despite progress, the target of 30% by the end of 2024 has not yet been achieved. Further consistent pursuit of implementation is necessary.
Maintaining the health of employees	To maintain the health of the employees, RAG implements preventive measures as part of its six-pillar programme. This includes promoting healthy eating, raising awareness, exercise, relaxation, an ergonomic and safe working environment, and medical care. In this way, the physical and mental health of employees is actively strengthened and maintained.	●	2022 f.	The six-pillar programme is continuously implemented as part of the RAG health programme. The average sick leave rate in 2024 was 4.6 days per employee, well below the Austrian average of 15.1 days. This confirms the effectiveness of the measures.
Safety: 50% reduction in accident figures/LTIF values for RAG employees and contractors by 2025	Driver safety training and raising employee awareness to increase road safety	●	2023 f.	The number of accidents (lost time injuries, LTI) among RAG employees and contractors has been significantly reduced: in 2023, 2 LTIs (FU-5) were recorded, and in 2024, 0 LTIs (FU 1). Measures such as safety talks and driver safety training were consistently implemented, which contributed to a significant improvement in occupational safety. This development shows that the target of a 50% reduction in accident figures by 2025 has been successfully achieved.
Promotion of basic scientific and technical education for schoolchildren	Cooperation with schools in Vöcklabruck, Braunau, Wels and Salzburg that have the MINT seal of approval (see also “Regional education”)	●	2023/2024	Cooperation with MINT-certified schools in Vöcklabruck, Braunau, Wels and Salzburg has been successfully established and specifically promotes basic scientific and technical education. In addition, the company has been participating in Girls’ Day for two years in order to spark young women’s interest in technical professions and break down barriers. The goal has been achieved.
Digitisation of HR processes	Mobile use of SAP applications (EAP8) is being renewed and travel expense accounting optimised.	●	2023	The digitalisation of HR processes was successfully completed with the introduction of SAP FIORI. The new, mobile and user-friendly solution significantly increases efficiency, flexibility and transparency in human resources management. The goal has thus been achieved.
Raise awareness of sustainability among all employees and strengthen individual contributions	A mandatory sustainability goal will be included in the annual target agreements for all employees in order to firmly anchor sustainable action within the company.	●	2024	The mandatory sustainability target, which has been integrated into the annual target agreements of all employees, firmly anchors sustainable action within the company. This raises awareness of sustainability and encourages each individual to make their own contribution. The target has been achieved.