



Gender Equality Plan

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General aspects

The Pongau Regional Association has set itself the goal of promoting a positive and inclusive working environment and ensuring a balanced relationship between the sexes and equality within a team of satisfied employees. For years, the association has paid special attention to enabling a sustainable work-life balance, promoting work-life balance and supporting the creative potential of its employees. In addition, the Pongau Regional Association aims to create a safe and appreciative environment that counteracts any form of possible discrimination or harassment. Further goals are the reduction of latent prejudices and the promotion of the individual and diverse potentials of the individual employees.

To achieve these goals, a special team has been formed to propose and monitor measures to achieve these objectives. This team includes top management and operational staff, who have jointly developed this Equality Plan.

The Equality Plan contains measures and key indicators that have been established to monitor the achievement of the company's own equality goals. The indicators will be evaluated annually to track and adjust the measures established. The measures listed below were developed based on the quantitative and qualitative results of an anonymous company-wide survey completed by all employees, followed by an analysis of anonymized employees data, which was used to determine the baseline situation with regard to gender equality, employees perceptions, needs, achievements and recommendations for further improvement.

Stephan Maurer, Managing Director Regional Association Pongau



1. DEFINITION OF MEASURES TO PROMOTE GENDER EQUITY

Based on the biases, needs and practices identified during the baseline data evaluation, targeted actions were defined to maintain successes and further promote and improve gender equality.

The **Pongau Regionalverband** will maintain and implement the following gender equality measures:

1.1 Work-life balance and organizational culture:

- Maintain existing high flexibility in working hours and work location.
- Continue to organize informal internal networking opportunities, such as company events where employees can bring their children, and schedule them regularly and at appropriate times.
- Regular Jour Fixes: At a regular company-wide jour fixe (every two months and additionally as needed), all employees have the opportunity to communicate specific needs to management. Management also has the opportunity to share recent strategic developments with the workforce and to involve employees in setting future strategic direction.

1.2 Gender balance:

- Continue to raise awareness of potential gender bias among senior management.

1.3 Gender balance in recruitment and career advancement:

- Provide, analyze, and monitor gender-disaggregated employee data and consider developments related to gender equality in personnel decisions.
- Continue to promote standardized and transparent rules/criteria/categories on the basis of which salaries are determined, and enforce and regularly review them to compensate for disadvantages related to salary negotiation practices

1.4 Actions against gender-based violence, including sexual harassment:

- Raise awareness, especially on specific issues identified in the open-ended survey questions (e.g., in the subsequent jour fixe after the evaluation of the annual gender equality survey), related to gender-based violence, including sexual harassment.
- Potential problems can be reported confidentially



2. Targets, indicators, and monitoring

Table 1: KPIs to measure progress on gender equity at Regionalverband Pongau

| Key areas | Indicator | Parameter |
|---|---|--|
| 1. Work-life balance and organisational culture | <ul style="list-style-type: none"> Employee satisfaction regarding work-life balance | <ul style="list-style-type: none"> Share of employees “satisfied” or “very satisfied”; Number of employees “not satisfied” Share of female/male employees working less than full time due to care work |
| 2. Gender balance in leadership and decision-making | <ul style="list-style-type: none"> Employee satisfaction regarding gender balance in leadership and decision-making Gender distribution along seniority levels of company roles Representation of men and women on key decision-making committees | <ul style="list-style-type: none"> Share of employees “satisfied” or “very satisfied”; number of employees “not satisfied” Share of women/men by seniority levels Share of women/men in key decision-making committees |
| 3. Gender equality in recruitment and career progression | <ul style="list-style-type: none"> Gender equality in employment Perception of employees of their gender influencing recruitment Perception of employees of their gender potentially influencing their career progression in the company Perception of employees of equal pay for work of equal value | <ul style="list-style-type: none"> Ratio of female and male employees (FTE, working hours) Share of employees “job applicants have equal chances irrespective of their gender”; “men or women are clearly favored for specific positions”; “sometimes gender has influenced recruitment decisions Share of female and male employees feeling that their gender has / has not sometimes influenced their career progression Share of female and male employees feeling that they are “missing out or not equally paid / valued” due to their gender |
| 4. Measures against gender-based violence, including sexual harassment | <ul style="list-style-type: none"> Employee complaints of gender-based violence or sexual harassment | <ul style="list-style-type: none"> Number of employees having experienced sexual harassment, or other forms of gender-based violence at the company |

A dedicated gender equality team has been established with the task to monitor the gender equality indicators (see table above) annually. This team is composed of employees with different levels of seniority and includes a member of the top management level of the company, in order to create impact on decision-making processes and raise awareness on gender related issues at all levels.

The employee survey on gender equality and HR data analysis will be conducted annually to monitor the progress on the defined KPIs and to collect qualitative responses to be addressed. The gender equality team will share the results with all employees in the Jour Fixe after the survey and HR data evaluation.