

AUSTRIA CENTER VIENNA

# DIVERSITY, EQUALITY AND INCLUSION

Diversity is important to us

Sustainable corporate development is only possible if diversity and equality are an integral part of day-to-day operations.

As far as equal opportunities are concerned, we have already implemented a wide range of measures - and have lots of plans for the future.





## Equal opportunities start with managers

Even today, many women are still confronted with the phenomenon of the glass ceiling in the labour market. In response, the Austria Center Vienna has set itself the goal of actively promoting career advancement for women and specifically focusing on the development of female managers.

This reflects the company's desire to improve equal opportunities. Its Management Board comprises one woman and one man. And the ratio is also almost the same at senior management level. This balance will remain a matter of course for us going forward.



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# #WOMENTOGROWIDEAS

## Balance throughout the organisation

For the future, we have set ourselves the goal of appointing an even higher proportion of women in typically male-dominated areas at the company, such as construction and engineering, facility management and event tech. Through initiatives that target internal career development and training for women, we want to do our bit to ensure that today's female employees become the managers of tomorrow – and by doing so to enable a diverse and inclusive corporate culture to take root in all professional fields.

To lead by example, we're using the hashtag #womentogrowideas to draw attention to the achievements of women who are excelling in technical departments. This move is designed to encourage more women and girls to reject harmful stereotypes and pursue a career path that leaves outmoded gender norms behind.

# Sending out a clear signal

Committed to setting an example on various topics and to mark a range of different occasions, the Austria Center Vienna wants to create awareness among the wider population through social media - and

the building itself. A case in point as far as the latter is concerned: the Austria Center Vienna is one of many landmarks in Austria to be illuminated in pink at night on the International Day of the Girl Child.



Regardless of age or appearance - the Austria Center Vienna should be a place where people feel comfortable and treat each other with respect and kindness.

# Reaching out



Special occasions should be celebrated – reflecting the value placed on them by each individual. We offer our employees the opportunity to celebrate together and ensure that such events take their needs and wishes into account.

The venue's own podcast takes this a step further, reaching out to many listeners by tackling a wide range of topics – including some that people can be reluctant to bring out into the open. Because we believe that knowledge also creates understanding.





## Modernisation drives inclusion

All of the different event levels at the Austria Center Vienna have barrier-free lift access as well as disabled restroom facilities. A wayfinding system is in place to guide visually impaired visitors from the main square to the info desk. And we are constantly optimising the building through a range of different modernisation measures.

We always want to go – or drive – that extra mile: as Austria’s largest vaccination and testing centre, we became the first congress venue in the nation to temporarily introduce its own electric shuttle bus and offer a centre-wide wheelchair service, making it as convenient as possible for visitors to the site to get to where they needed to be.



# Promoting inclusion through flexible working models

Our daily routines are set up in such a way that virtually all meetings are hybrid: this allows employees to participate either in person or when working from home, which helps to accommodate people with care-giving responsibilities.

By promoting different working time models – from semi-retirement arrangements to offering mini jobs to help smooth the path back into work for employees returning from parental leave – we go out of our way to take our team’s differing circumstances into account.





## Appreciating one each other

Our team of around 100 employees is as diverse as the company itself. And it is this unique mix that creates the recipe for success: from young employees in their twenties to old stagers with around 40 years of service under the belt; from lawyers to technicians, and graphic designers to electricians. Our equal opportunities team makes sure that no one is discriminated against on the basis of characteristics such as ethnicity, sexual orientation or age. In doing so, they make sure that this diversity will remain our strength in the future - while also benefiting partners and customers.

We adopt an respectful mindset and cultivate equitable and sustainable business relationships. To achieve this, we worked together - as a team - to develop our own set of guiding principles for managers and employees.