12.2 ATTRACTIVENESS AS AN EMPLOYER

12.2.1 EMPLOYEE SURVEY

voestalpine conducts employee surveys every three years. The last survey took place in 2016. Concrete measures were implemented based on the results, in the areas of information & communication, career development, and identification/employer. The next employee survey is set to take place in 2019.

12.2.2 EMPLOYER BRANDING

For voestalpine, employer branding means positioning itself proactively as an attractive employer. This enables it to acquire new employees who are the best and the brightest in various specialist areas, and to retain existing staff. We can drive innovation and compete successfully in our markets only if we have committed employees who are experts in their fields. In addition to internal measures, we are also undertaking numerous external personnel marketing activities in order to enhance voestalpine's employer brand, for example, collaborations with (primarily technical) universities, participation in career fairs, and sponsoring.

A strong presence on all of the relevant online and social media channels as well as active reporting about the company increase voestalpine's visibility among target groups.

12.3 EQUAL TREATMENT

Over 51,000 employees (FTE) work around the world within the voestalpine Group. Each and every employee is valuable and must be respected for their individual abilities.

With the signing of the Diversity Charter by voestalpine CEO Dr. Wolfgang Eder in February 2018, the Group demonstrated its approach toward diversity and equal treatment. voestalpine respects everyone with whom it has a relationship (employees, customers, business partners), irrespective of gender, skin color, nationality, ethnic background, religion or belief, disabilities, age, sexual orientation, and identity. This declaration and corresponding measures create a climate of acceptance and mutual trust. As laid out in the chapter on "Respect and integrity" in the voestalpine Code of Conduct, the Group does not tolerate any form of discrimination.