



Version 03 / Stand 01.07.2025



Antidiskriminierungs- und Diversitätsrichtlinie

Our Commitment:

The employees, customers, and business partners of Raiffeisen-Holding NÖ-Wien and Raiffeisenlandesbank NÖ-Wien are as diverse as the economy itself. We see added value in employing people with diverse backgrounds and are aware of the diversity among our customers and business partners. At the same time, we condemn any form of inequality, unequal treatment, discrimination, and harassment based on ethnic or social origin, skin color, gender, disability, beliefs, wealth, religion, genetic characteristics, membership in a national minority, nationality, age, childbirth, sexual orientation, and political or other opinions/attitudes.

Raiffeisen-Holding NÖ-Wien is a member of the United Nations Global Compact. Raiffeisenlandesbank NÖ-Wien is also committed to upholding the 10 principles, which include aspects related to human rights and labor standards. Furthermore, we are signatories of the Diversity Charter "Charta der Vielfalt". With this, Raiffeisen-Holding NÖ-Wien and Raiffeisenlandesbank NÖ-Wien publicly commit to diversity and send a clear signal for the recognition, appreciation, and inclusion of diversity within the company. Both commitments guide us in promoting the elimination and prevention of discrimination in the workplace.

What does diversity mean to us?

Diversity refers to variety and inclusion. In a corporate context, it is essential to recognize and actively promote individual differences and to benefit from the resulting potential. Raiffeisen-Holding NÖ-Wien and Raiffeisenlandesbank NÖ-Wien particularly support the reintegration of employees after parental leave. This creates sustainable value for employees, customers, business partners, and society.

Our Conduct:

For all daily interpersonal interactions and for management processes as well as employee selection, the following applies:

- Respectful and unbiased interaction and communication are part of our everyday practice. We value diverse perspectives and a culture of appreciation.
- We strive for a diverse workforce in all areas, including leadership positions.
- Recruitment decisions are based on the qualifications and potential of the applicant. Socio-cultural background plays no role.
- Compensation, project assignments, and social benefits are not differentiated based on diversity characteristics.
- Our customers, business partners, and shareholders have diverse backgrounds, and we consciously commit to equal treatment for all.
- We are aware that everyone is affected by unconscious bias. To make the right decisions and act appropriately, these biases must be recognized and reflected upon. We offer all employees relevant information and confidential counseling.

Each individual employee is responsible for mindful and respectful adherence to our principles in interactions with colleagues, customers, business partners, and shareholders. Managers have a particular responsibility to actively and consciously manage their teams to ensure a discrimination-free environment, thereby significantly contributing to lived diversity within the company. Additionally, affected employees can contact the Compliance or Human Resources departments or the Works Council. In accordance with legal requirements, employees of Raiffeisen-Holding NÖ-Wien and Raiffeisenlandesbank NÖ-Wien have the opportunity to anonymously report internal violations of laws via a whistleblowing hotline.

Points of Contact:

For customers regarding equal treatment and anti-discrimination, the contact person is the Ombudsman of Raiffeisenlandesbank NÖ-Wien AG, Mr. Horst Führer,
Email: beschwerden-wien@raiffeisenbank.at.



Kontakt

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