

Gender Equality Plan



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PREAMBEL



As a Christian healthcare institution and a member of the Vinzenz Group, we understand equal opportunities, equality and (gender) diversity as an integrative concept. This means that we at the Orthopedic Hospital Speising accept all people regardless of their personal predispositions and integrate diversity into the common understanding of the essence of a Christian hospital.

The **pCC/ISO 9001 certificate** distinguishes us and our high standard of care for our outpatients, inpatients and day clinic patients. Our partner companies also bear the ISO seal of quality.

The Orthopedic Hospital Speising, although not a university hospital, has a strong university orientation. We cooperate with the Medical University of Vienna as a teaching hospital for medical students (clinical practical year, tertial B and C) and have a close cooperation with the Sigmund Freud University. We also cooperate with the FH Campus Wien and the IMC Fachhochschule Krems (students of nursing sciences and other medical professions at tertiary level).

We offer many congresses, advanced training seminars and medical workshops (congress days of the Vinzenz Group) and are leading in many areas of orthopedics in Austria, such as spinal surgery or pediatric and adolescent orthopedics.

We are committed to our employees in many ways. The **berufundfamilie** certificate has distinguished us as a family-friendly employer since 2006.

We are committed to ensuring that all employees are treated with respect. We promote inclusion, work to reduce barriers, and strive to raise awareness among all employees about all forms of discrimination. In accordance with the Federal Equal Treatment Act (GIBG; BGBl. I No. 66/2004), the Orthopedic Hospital Speising observes the equality of all genders. The tool for this is the present Gender Equality Plan.

1 EQUALITY AT THE SPEISING ORTHOPEDIC HOSPITAL

In line with the recommendation of the European Commission, the Gender Equality Plan includes the areas of "work-life balance", "leadership", "recruiting" and "prevention of harassment and gender-based violence".

2 WORK-LIFE-BALANCE AND ORGANISATIONAL CULTURE

The Orthopaedic Hospital Speising strives to be an attractive employer and player in the field of European health care and always tries to offer additional benefits and programs that go beyond a certain basic standard in order to create an attractive working environment and a good work-life balance for all employees of the hospital.

2.1 Work-Life-Balance

In addition to the legally regulated working conditions, we offer various working time models (flextime, flexible working hours, part-time, home office, etc.). Furthermore, training, continuing education and congresses are available to all employees. Our goal is to optimally promote the careers of our employees in connection with their personal work-life balance and to support their personal development.

2.2 Workplace health promotion

With the offers of workplace health promotion, we want to prevent illnesses at the workplace, strengthen health and promote the well-being of employees. There are a number of different offers available (e.g. Pilates/yoga courses, spine prevention groups, lectures, etc.). Mental health is also addressed through mental training, relaxation techniques and psychological strategies.

2.3 Workplace and family

Since 2006, the Orthopedic Hospital Speising has been awarded the certification according to "Beruf und Familie". We are thus an officially designated family-friendly company by Beruf & Familie Management GmbH.

Shared responsibility of family tasks leads to equal claims of all genders. Care responsibilities are taken into account in everyday working life. In addition to maternity leave, paternity leave and the "papa month" are also very welcome.

A company kindergarten with a Montessori focus is located on the premises of the Orthopedic Hospital Speising.

2.4 Maternity leave, parental leave breakfast, daddy month

The bond and contact between employees and the company is also very important to us during the maternity leave period. For example, we provide information about current developments

in the company and upcoming events at our "parental leave" breakfast, to which we always cordially invite our "parental leave" employees with families. In addition, we offer an annual "Family Day" on which the children of our employees can get to know the workplace of their parents/guardians.

3 GENDER DIVERSITY

As a Christian healthcare institution, inclusive access to all persons regardless of age, ethnic origin, family status, socio-economic status, sexual orientation and religion is part of our mission statement and is also reflected in our code of values.

The Orthopaedic Hospital Speising is constantly striving to develop itself further and therefore regularly evaluates its offers for all employees in the hospital within the framework of project groups.

3.1 Balance of all genders in management and decision making levels

(Data as of 20.09.2023)

The management level of the Orthopaedic Hospital Speising consists of the six members of the Board of Directors. The board consists of four women and two men.

Below you can see a retrospective development of the gender distribution based on the different positions at management level since 2021.

Managers 2021

Executives	female	male	Total
DGKP	21	5	26
Specialist	2	5	7
Medical technical staff, MTF/RTF	2	2	4
Administrative staff	9	5	14
Ward physician	1	-	1
Academic	2	2	4

Managers 2022

Executives	female	male	Total
DGKP	23	5	28
Specialist	3	6	9
Medical technical staff, MTF/RTF	2	2	4
Administrative staff	10	4	14
Ward physician	1	-	1
Academic	2	2	4

Managers 2023

Executives	female	male	Total
DGKP	21	5	26
Specialist	3	4	7
Medical technical staff, MTF/RTF	2	2	4
Administrative staff	10	5	15
Ward physician	1	-	1
Academic	2	2	4

The Orthopedic Hospital Speising is committed to a balance and equality of all genders and is working to bring this distribution even more into balance.

3.2 Balance of all genders in career development

Employees in the various occupational groups in 2021

Professional group	female	male	Total
Training physician* Training doctor*	10	9	19
DGKP	166	43	209
Specialist	31	56	87
Medical technical staff, MTF/RTF	50	22	72
Nursing Assistant	49	35	84
Ward physician	20	2	22
Administrative staff	80	13	93
Psychologists	3	-	3
Clerical (operational) staff	2	-	2
Academic	-	1	1
Vacation helpers	1	1	2
KPJ	3	4	7
Skilled worker	25	33	58

Employees in the various occupational groups in 2022

Professional group	female	male	Total
Training physician* Training doctor*	8	11	19
DGKP	163	43	206
Specialist	33	55	88
Medical technical staff, MTF/RTF	50	20	70
Nursing Assistant	45	34	79
Ward physician	18	2	20
Administrative staff	83	14	97
Psychologists	3	-	3
Clerical (operational) staff	1	-	1
Academic	-	1	1
Vacation helpers	1	1	2
KPJ	4	3	7
Skilled workder	25	33	58

Employees in the various occupational groups in 2023

Professional group	female	male	Total
Training physician* Training doctor*	5	13	18
DGKP	159	43	202
Specialist	36	54	90
Medical technical staff, MTF/RTF	50	21	71
Nursing Assistant	43	33	76
Ward physician	18	2	20
Administrative staff	86	14	100
Psychologists	3	-	3
Clerical (operational) staff	1	-	1
Academic	-	1	1
Vacation helpers	1	-	1
KPJ	3	3	6
Skilled workder	24	35	59

4 MEASURES AGAINST GENDER BASED VIOLENCE (DISCRIMINATION, SEXUAL HARASSMENT)

At the Orthopedic Hospital Speising, neither sexual harassment, discrimination nor sexist behavior are tolerated. We are committed to taking all appropriate measures to prevent violence, mobbing and all other forms of discrimination through prevention, and to offer immediate, low-threshold help and support in the event of a case.

Various instruments have been implemented for this purpose.

4.1 Value Management, pastoral care

4.2 Mavie

The Orthopedic Hospital Speising cooperates with the Viennese consulting company "Mavie". Mavie offers anonymous support in problem situations in the areas of work psychology, mediation and life/social and educational counseling.

All employees and all relatives living in the same household are entitled to counseling. The use of this service is completely free of charge. The employer does not receive any information about the employee's use of the service. The use of Mavie also does not require any notification or approval by superiors.

4.3 Occupational psychology

The occupational and organizational psychologist* provides employees with support on occupational psychology issues upon request. The focus is on a holistic view of working conditions and their effects on the employee. Topics are for example: Leadership, team development, conflict management, stress management, workplace design, resilience, etc.

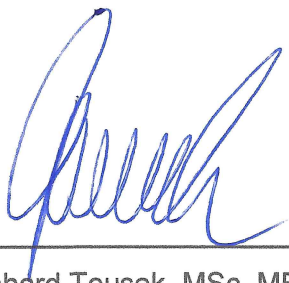
4.4 Surveys

Surveys on satisfaction and psychological stress in the workplace are conducted at intervals. The results are in turn incorporated into a catalog of measures.

5 RELEASE AND PUBLICATION OF THE GENDER EQUALITY PLAN

The Gender Equality Plan was released by the Board of Directors of the Orthopedic Hospital Speising.

The document is published and can be viewed on the homepage of the Orthopedic Hospital Speising.



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