

DIVERSITY AND INCLUSION AT BENE

Diversity and inclusion are top priorities at Bene. We foster an environment where everyone feels safe and can freely express their opinions. It is precisely the diversity of personalities, cultures, experiences and ways of thinking that makes working at Bene exciting and exceptional. This starts with recruitment. In the recruiting process, attention is paid to the appreciation of all applicants and gender equality (m/f/d) is taken into account.



Lived feedback culture

Bene also attaches great importance to the feedback of its employees, be it in the annual appraisal interview or in structured opinion surveys. In 2022, an anonymous "Great Place To Work" survey was conducted throughout the Group. The best rated statements were on fairness with 86%, agreement on fair treatment regardless of sexual orientation, nationality or gender was >90% for all three questions. Agreement on fair treatment of complaints with 70% confirms Bene's "Walk the Talk". In total, Bene achieved 70% approval on the "Great Place To Work" questionnaire, which means official certification as a "Great Place To Work". We were able to achieve this distinction in Austria, Germany, England and India.

Beneficiary disabled persons

At Bene Austria, a disabled persons' representative is elected to look after the economic, social, health and cultural interests of the beneficiary disabled employees. She also monitors compliance with the Disabled Persons Employment Act and is actively supported by the works council. In cases where there is a need, discussions are held with the staff representatives, occupational health and, if necessary, external parties such as "Fit2Work", in order to find a viable solution for the person concerned and the company. Bene's activities are rounded off by work assistance, workplace and job evaluations combined with efforts to evaluate activities that meet the requirements of the person concerned.



Number of employees 2023

522 jobs in Austria (including 21 leasing employees)

Another 160 jobs worldwide

501 people work in Austria.

The other 160 employees are employed in the sales offices abroad, mainly in Europe (Belgium, Germany, France, Great Britain, Italy, Ireland, Poland, Switzerland), as well as in the United Arab., Arab Emirates and India.

Bene Group

Partial retirement	17
Parental part-time	22
Disabled beneficiaries	15
Apprentices	12
Employees over 60	33
Works councils	16
Youth councils	2



Part-time & parental leave

In 2021 and 2022, a total of 239 months (which corresponds to 20 years) were spent on childcare (maternity leave, paternity leave). 11% of this time was taken by fathers.

Sponsoring

GESA, based in St. Pölten, offers a wide range of jobs for people who have been looking for work for a long time, are only able to work to a limited extent for health reasons or are unable to find work due to a handicap. Bene has been regularly awarding contracts to GESA since 2015. In 2021 and 2022 19.000 scatter sample boards (vener, melamine chipboard or plywood boards) with a value of 30,000 euros were ordered. Bene provided the primary materials for these orders, which were then processed by GESA into samples for customers.

Events

Events are held to highlight aspects of diversity, equality and inclusion (DEI). These events provide a platform for sharing ideas, promoting awareness and creating consciousness about the importance of diversity in our society and workplace. Here are two examples:

Bene London

Farewell to the corner office

Lecture series in collaboration with Disegno magazine. Under the overarching theme of 'Farewell to the Corner Office', the contemporary office was examined and the possibilities of how the office can create more inclusive, supportive spaces were explored. The three-part lecture series explored the themes of hierarchy, gender and belonging.

Bene Brussels

Social responsibility: art in the workplace

What is the value of art in our work environment? To raise awareness on social issues, provide a safe space, the Bene Belgium team cooperated with the NGO Le Potelier des Pilifs and transformed the Belgian exhibition space into an art gallery where various artworks by people with disabilities were displayed.

Bene employees participate in organisations which promote women in design and architecture, such as "Women in Office Design".

