

ALBERTINA

Sustainability Concept

As one of Austria's leading art museums, the ALBERTINA Museum opens its doors to visitors 365 days a year. People from all over the world are thus afforded year-round, barrier-free access to one-of-a-kind artworks, an experience that addresses the intellect and the senses in equal measure.

With its collection, which encompasses over one million works, the ALBERTINA Museum bears responsibility for an irreplaceable cultural treasure and is mindful of its obligation to preserve this treasure for future generations.

Such a mission, however, can only be pursued successfully if the way in which we relate with our natural environment likewise rests upon the principle of sustainability. Awareness of this responsibility has already moved the ALBERTINA Museum to place an intense focus on the conscientious use of natural resources.

Knowing and reducing our CO₂ footprint, thereby helping to avert the catastrophic consequences of ongoing global warming, is viewed by us as one of our most important tasks in this regard.

To this end, we are currently working to compile a detailed breakdown of our emissions figures in collaboration with Vienna's University of Natural Resources and Life Sciences (BOKU). Upon its completion, we will be aiming to implement further optimization measures primarily in the areas of energy and waste management—with the ultimate aim of becoming a CO₂-neutral institution. A project of such broad scope can only succeed as an across-the-board effort, for which reason we are also placing an emphasis on the detailed schooling of our employees with an eye to raising awareness at all levels of work.

The global situation continues to deteriorate, entailing the imperative of not just covering the bare necessities but instead confronting future problems head on. As part of these measures, we intend to do everything in our power to realize this undertaking and thus also guarantee future generations the ability to experience our art collection.

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Our Goals Expressed as Concrete Steps

A Living Commitment to Carbon Neutrality

CO₂ neutrality is an ambitious goal that typically strikes one at first glance as difficult to achieve. In this context, the ALBERTINA Museum is embarking upon a long journey—at the end of which, however, a better future for all awaits. In doing so, we have committed to the implementation of steps to regulate CO₂ in accordance with scientific standards in order to reduce our emissions' net effect on the CO₂ cycle towards zero. It is in this spirit that the ALBERTINA Museum will take the necessary steps toward avoidance and reduction as well as—in areas where technology and efficiency are currently incapable of achieving the necessary neutrality—compensate for this unavoidable generation of CO₂. Carbon neutrality understood as a sustainable, flowing balance with our environment is the objective to which we have committed ourselves and whose achievement we shall be pursuing in the coming years.

Austrian Ecolabel Certification

Successful certification with the Austrian Ecolabel embodied the initial step of our efforts toward a sustainable ALBERTINA Museum. In doing so, an evaluation of pre-existing structures and analysis of their potential for optimization was carried out in collaboration with external consultants. As a consequence, all resource-consuming processes were subsequently overhauled in favor of more efficient and sustainable procedures. The objective here was not only to implement measures in conformance with the necessary minimum requirements but also to further the ALBERTINA Museum's development as an institution in light of scientific standards—development that now continues post-certification. In this light, the Ecolabel is intended to strengthen the foundation of trust between us and our visitors as an indication that we will persist in our continual efforts toward ensuring a worry-free visit to the museum.

Green Power, Energy Audit, and Metering Systems

Exhibiting artworks in a professional manner involves a multitude of parameters, from the regulation of room temperature to specific lighting requirements and monitoring humidity. Since an indoor climate that does equal justice to the needs of artworks and visitors cannot be achieved without a commensurate use of energy, the ALBERTINA Museum began procuring energy from 100% renewable sources in 2016. We then sought to expand what was possible for us in this regard by conducting an across-the-board energy audit in 2021. The data from this audit is now being used to determine further feasible measures to improve energy efficiency and subsequently implement these step-by-step at various levels in various areas. Our findings indicate that the replacement of the climate control system has already had a significant effect on the ALBERTINA Museum's heating expenses. This reduction in energy expenditure is now being joined by additional measures, with a strong focus on further reductions in energy consumption through the installation of automatic metering systems. Such metering is intended to facilitate even more precise monitoring of power, gas, and water consumption, which should help us to identify weaknesses in our usage strategies that can then be ameliorated.

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Risk Management and Crisis Management

With an eye to how we deal with museum-specific risks and uncertainties, the ALBERTINA Museum has set up a risk and crisis management strategy in conformance with the standards established by ICOM (the International Council of Museums).

The risk spectrum faced by the ALBERTINA Museum begins with unavoidable elemental risks such as fire and water. Comprehensive emergency plans now detail the measures and guidelines that apply in such cases and are aimed at minimizing the risk of damage to employees, visitors, and the collection. A further important risk factor in day-to-day museum operations is represented by technical failures, including those involving IT systems. Such risks are countered by way of regular servicing and maintenance as well as an internal control system that guides and monitors these processes in suitable ways. Recent additions include risks such as the repercussions of a pandemic or a war-induced energy crisis, both of which represent financial challenges. It is important to evaluate such risks on a continual basis in order to mitigate their effects to the greatest possible extent.

The procedures entailed by our risk management strategy are geared toward gathering risk-related information in order to provide a basis for decision-making on the prioritization of risk control while also facilitating the cost-benefit analysis of possible control measures. The objective is hence to evaluate all risks in a continual and uniform manner.

Waste Management

Alongside reducing energy consumption, the minimization of waste represents an essential element of any efforts toward sustainability. In this respect, the ALBERTINA Museum has long stood out for its conscientious disposal of unavoidable waste in accordance with specialist guidance. What's more, we avoid unnecessary waste via the reuse of transport and packaging materials when artworks need to be transported. One challenge that still exists is the wastage in terms of building materials that results when exhibitions are set up, taken down, or redesigned. We seek to effect improvements in this regard by having versatile and interchangeable objects made that enable us to do justice to the changing aesthetic and representative demands made by our exhibited artworks without unnecessarily increasing our resource consumption in the process.

On-the-Job Atmosphere and Diversity Management

Sustainability encompasses not only resource management but also the needs of all those who play a role in sustaining operations. After all, it is the combined abilities, knowledge, ideas, and motivation of ALBERTINA Museum employees that ensure our museum's success. In this spirit, the ALBERTINA Museum strives to pursue sustainable human resources management that continually enhances our quality as a place of work. A future-oriented perspective enables us to recognize factors that could impact museum operations early on and use sustainable human resources management to plan for them. A few examples:

- Preserving and improving our employees' ability to work (occupational medicine, occupational psychology, safety training, health courses, etc.)
- Supporting the protection and/or improvement of our employees' physical and mental health (accident prevention, prevention of damage to health due to factors such as burnout or back problems)

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- Offerings for the support and development of young talents
- Child- and family-friendly working conditions (e.g., holiday care, part-time work schedules for parents, life phase-oriented working hours, etc.)
- Feedback systems (performance reviews, psychological stress evaluations)
- Life phase-oriented employment (part-time work for older employees, retirement planning, compatibility of studies and employment, informational packages on family- and caregiving-related topics, etc.)

Most of all, we place importance on ensuring an inclusive working atmosphere that is reflected in aspects including the high degree of cultural diversity among our employees. We also work together closely with charitable organizations that help us support people with difficulties in the labor market in order to help eliminate existing barriers. Further undertakings, such as the creation of a platform for the internal announcement of available positions, are intended to provide our employees with even better opportunities for advancement. In this, we would like to facilitate their involvement in new areas of museum work where they can grow organically into the functions that suit them best.

The overall goal of sustainable human resource management is to ensure and optimally accompany the ALBERTINA Museum's long-term success. To this end, we need qualified and motivated employees whose health and work-life balance have been taken into account. This is achieved via anticipatory consideration of and planning for future personnel requirements as well as by paying attention to employees' individual needs.

The agreements on overall objectives between Austria's federal museums and the Austrian Federal Ministry of Arts, Culture, Civil Service, and Sport will play a supplementary role here with their emphasis on diversity management, which entails creating an organizational culture that takes into account dimensions such as age, ethnic origin and nationality, religion and worldview, sexual orientation, sex and gender identity, special needs, and social origin.

It's a journey of many steps...

...that we've set out on together in order to ensure a better future for us all. The ALBERTINA Museum invites you to come along with us and thereby help to preserve the environment, art, and culture!