



ALLIANZ GROUP HEALTH, SAFETY AND WELL-BEING POLICY

Our vision

Health is more than a mere absence of illness. Our goal is to maintain and improve employee health, safety and mental well-being across our global workforce. We provide a consistent framework with minimum health requirements for all Allianz entities to address mental and physical resilience, motivation and engagement as well as work effectiveness. With this global health framework we want to strengthen a positive work environment and consistently take care of our health in a holistic manner in order to maintain and improve our health and well-being in the workplace. We are aware that an empathetic work environment has a positive effect on resilience, commitment, health and collaboration of all employees.

Well-being is key to success. With a balanced lifestyle, people can do their best at work and keep our promises to colleagues and customers. Allianz supports employees in striking a balance in their physical, mental and professional lives.

Our occupational health, safety and well-being priorities

Allianz Group is committed to provide a safe & healthy work environment and meet all norms according to legal requirements. A safe & healthy environment fosters increased well-being and motivation, reduces absence due to work related injuries/ illness and contributes towards building Allianz as an attractive employer. We believe effective health & safety management is an important element of being a responsible and sustainable company, and are committed to provide a work environment, that supports this endeavor.

Globally, Allianz places great emphasis on addressing the root-causes of work-related stress, offering effective solutions and making changes to the work environment that empower employees to realize their full potential. The **Work Well Program**, launched in 2015 globally, aims to provide a healthy and productive workplace to reduce work-related stress for Allianz employees. This program has been further developed in 2021 to our **Work Well Plus Program** and Allianz has set up a global framework to advocate workplace health and to provide a wide range of offers to create a healthy work environment and to avoid work-related stress. The benefits of this approach include reduced absenteeism, higher productivity and a better employee experience.

To achieve our ambition of maintaining and improving employee health and well-being, we have extended our pan-European agreement on work-related stress. Together with the European workers' council, we agreed on and implemented four **minimum health requirements** that have been rolled out globally:

1. Professional support: Every employee at Allianz to be made aware and have access to Employee Assistance Programs (EAPs). At the end of 2022, 100% of our RACo OE employees had access to an EAP.
2. Leadership enablement: Every people leader to go through #lead or comparable global leadership training, which includes module on personal resilience and well-being, to effectively maintain employee health and mental well-being. 87% of our people leaders in scope had undergone the respective training at the end of 2022.
3. Employee feedback: Three standard health and well-being questions to be integrated into an annual health and well-being survey and appropriate follow-up actions to be taken on OE level. In 2022, 42 operating entities participated in the pulse survey with a satisfaction rate of 75%.
4. Focus time: All OEs to implement regular days without any meetings granting employees time to focus on their work, health and well-being (minimum of one day per year). In Q1 2023, 100% of our operating entities rolled out meeting free calendar days @Allianz.

Allianz Group is certain, by addressing these four minimum health requirements, employee health and well-being is globally prioritized in a consistent and sustainable way.

Our occupational health, safety and well-being programs and activities¹

OHS Policy

Allianz Group has published a **global Occupational Health, Safety and Well-being policy** which is applicable to more than 90% of our global workforce and contractors worldwide. Further, multiple local OHS policies, standards and programs have been rolled out, which are **compliant with relevant standards**, covering 87% of our global workforce. **Consultations with workers and workers representatives** take place on a regular basis for 86% of our employees as well as a strong commitment to **continuously improve the OHS performance**, including prioritization and action plans. 13 OEs, covering 78% of our global workforce have established quantitative targets to continuously improve the OHS performance.

¹ To provide a global overview of all OHS matters, the largest operating entities (extended RACo OEs) were taken into consideration for all quantifications in this document, covering 88% (135.649 CHC out of 154.397 CHC Q1 2023 Data) of our employees worldwide.

For 72% of our employees, the OHS policy is endorsed by their board of directors or executive management.

Best practices from our operating entities for the OHS policies include (not-exhaustive):

- Allianz Germany: Occupational Health & Safety Management Manual & Charta of Health and Safety at work
- Allianz Australia: Work, Health and Safety Policy
- Allianz Technology: Occupational Health and Safety Standard
- Allianz UK: Health, Safety and Well-being Standard

OHS management systems

To effectively manage OHS matters, local Allianz entities implemented **OHS management systems** which cover more than 92% of our global workforce. These management systems include **OHS risk and hazards assessments**, dedicated **action plans** to overcome these risks as well as the integration of **emergency actions** (eligible for 88% of employees). **Internal inspections** take place frequently (for 87% of our employees) and the progress of reducing and preventing health issues and risks against targets are carried out on a regular basis covering almost 89% of our employees. This includes **procedures to investigate work-related injuries, ill health, diseases and incidents** (relevant for 88% of our employees). 91% of our workforce is **trained regularly** to raise awareness and reduce operational health and safety incidents.

Further, 45% of our operating entities have **independent external verification** of their health, safety and well-being standards. In 50% of OEs, these OHS criteria are introduced into the **procurement and contractual requirements**.

Best practices from our operating entities for external OHS verifications include (not-exhaustive):

- Allianz SE: ISO 14001 certified and audited annually
- Allianz Australia: standard practice and inspection every two years, ISO 45001 aligned
- Allianz Germany: occasional audits by authorities and social accident insurer (VBG²)

² VBG: Gesetzliche Unfallversicherung Deutschland (Social Accident Insurer)

- Allianz Italy: officially appointed OHS coordinator and (DLgs³ 81/2008) and officially appointed OHS employees representatives (so called RLS, DLgs 81/2008), plus periodical audits performed by external consultants, nominated by Group Audit
- Allianz Spain: Bi-annual safety visits in the Headquarters, OH&S audits by external provider
- Allianz Technology: Global OHS standard is part of the corporate rule book and is audited internally
- Allianz UK: 45001 accreditation in AEIS⁴ and annual H&S audits of offices by external assessors

[Employee support programs to foster employee well-being with special focus on working conditions, employee benefits and family care](#)

Employee well-being is key to constantly motivate and engage our people. Therefore, Allianz Group promotes a work environment in which multiple measures in the areas of flexible working environment, employee benefits and family care are taken to maintain work effectiveness and to ensure employee satisfaction.

All Allianz premises offer access to **flexible working arrangements**. Doing so, more than 99% of our workforce have access to **working from home** arrangements and 98% of our workforce can make use of **flexible working hours**. For 85% of our employees **part-time working options** are offered.

Besides **flexible working arrangements**, Allianz offers multiple **employee benefits** to support the physical and mental health of our employees. 99% of our global workforce has access to measures and benefits to maintain their physical and mental health as well as to reduce their perceived stress and workload.

Allianz aims to train 100% of people leaders in the first year of their leadership role to build up **personal resilience and well-being among their teams**. The training is delivered through the #lead module 'Personal resilience and well-being' or other comparable training sessions, which all people leaders globally are required to complete.

Further, with **one learning hour per week** our global workforce has access to multiple **resilience, mindfulness and wellbeing training formats** offered through our internal Allianz

³ DLg: Decreto legislativo (Italy)

⁴ AEIS: Allianz Engineering Inspection Services

Academy supporting the reduction of work related stress. Our trainings are available both online (e.g. via e-learnings or Degreed or LinkedIn Learning) and offline.

Further, 94% of our global workforce can make use of **local or online sports and health initiatives and activities**.

Examples of sports and health initiatives in Allianz include (non-exhaustive):

- Global: Mental Health Podcast
- Global: Allianz World Run
- Selected OE: on-site doctors offering vaccinations and physicals
- Allianz SE: Allianz SE Health Center
- Allianz US Life: Allianz US Life True Care Health Center
- Allianz Services: Global Mindfulness Movement
- Allianz Australia and Allianz UK: Mental Health First Aider Programs
- AZ Germany: EGYM Wellpass

Keeping track of our occupational health, safety and well-being progress

To track work-related stress globally, the Work Well Index (WWI) has been our global indicator for work-related stress since 2015. It evolved into the **Work Well Index plus (WWI+)** in 2019. The WWI and WWI+ allow us to track the progress of health and wellbeing throughout the organization. The Index is a scientifically validated tool that measures work-related psychosocial stress based on 13 equally weighted metrics. These metrics cover dimensions of demands, rewards, control, support, social capital and efficiency. A higher index score is associated with less work-related stress. In 2022, the WWI+ scored 71% favorability which is the continuation of a very positive development over time with 69% and 70% in 2021 and 2020, respectively.

Allianz Group provides sufficient knowledge bases on mental and physical health to all employees to encourage self-care. Preventive corporate health as well as family-friendly measures are being implemented and for employees with health restrictions, support for health promotion and operational integration is offered, even if the original capabilities can no longer be fully achieved. The take up and participation rates are tracked on local OE level.

Besides our multiple employee benefits, Allianz premises offer a variety family benefits, e.g. more than 70.000 employees have access to **childcare facilities and/ or childcare contributions** globally, ensuring that parents with young children are provided with

opportunities to continue working. In addition, almost half of our operations offer access to **breast-feeding and/ or lactation facilities** for our female workforce and further benefits to support young parents working for Allianz.

Best practices from our operating entities include (non-exhaustive):

- Allianz Austria, Allianz Italy, Allianz Germany, Allianz SE, Allianz Taiwan: on-site creches and collaborations with external childcare facilities
- Allianz France, Allianz Technology: collaborations with external childcare facilities
- Allianz China, Allianz Germany, Allianz Thailand: on campus nursing rooms for mothers
- Allianz Australia, Allianz Croatia, Allianz France, Allianz Greece, Allianz Romania, Allianz UK: childcare allowance

In addition to on-site benefits, we have launched our Global Benefits Strategy in 2021, including paid parental leave for the entire workforce. Today, 93% of our global workforce is offered **parental leave for the primary care giver**, resulting in an average of 28 weeks paid leave for the primary care giver.

Best practices from our operating entities include (non-exhaustive):

- Allianz Australia offers 14 weeks of paid parental leave for the primary care giver on top of any Government funded eligible payments resulting in a total paid leave up to 17 weeks
- Allianz France offers 22 weeks for primary care giver, which is 6 additional weeks compared to the legal requirement
- Allianz Ireland offers 26 weeks of parental leave, which equates to 6 months of full pay
- Allianz Thailand offers 120 days of paid parental leave, which exceeds the legally required 45 days of paid leave resulting in a total paid leave up to 17 weeks
- Allianz Asia Pacific Regional Office offers 16 weeks of paid parental leave

In addition, more than 92% of our global workforce are offered paid **parental leave for the non-primary care giver**, resulting in an average of 6 weeks paid leave for the non-primary care giver.

Best practices from our operating entities include (non-exhaustive):

- Allianz Australia offers 2 weeks of paid parental leave for the non-primary care giver on top of any government funded eligible payments
- Allianz Ireland offers 2 weeks of paid parental leave for the non-primary care giver
- Allianz Thailand offers 5 days of paid family care leave in the first three months after birth
- Allianz Asia Pacific Regional Office offers 10 working days of paid leave for non-primary care givers

Further, more than 80% of our global workforce are offered **paid family or care leave** in excess to parental leave to provide families with further support who have to take care of persons with physical or mental health conditions that require additional care.

Best practices from our operating entities include (non-exhaustive):

- Allianz Asia Pacific: Family hospitalization leave (up to 5 days of paid leave)
- Allianz Italy: up to 12 months of paid leave in case of necessity for disability care
- Allianz Poland and Allianz US Life: up to two weeks of paid leave

Our Responsibility

Allianz Group ensures that our company is recognized by all stakeholders, including staff, customers and contractors for safety, health and well-being and that all employees can always work safely and securely, both in the company premises, in remote work settings and during business trips on behalf of our company. We put great emphasis on the fact that all Allianz Group employees in any role, are aware of their own responsibilities in terms of their health, safety and well-being.

While Allianz Group People and Culture defines the overarching global health framework, including our minimum health requirements, health and well-being managers at each operating entity are responsible for driving activities to implement these requirements. They are required to do so in accordance with local requirements and regulations and the Allianz Operating Model to ensure each operating entity applies the same high standard of local health and safety management. This includes activities to meet local occupational health and safety standards. The leadership team of every Allianz business and operation is ultimately responsible for meeting the above commitments. Additionally, we expect every employee, contractor and visitor to follow relevant health & safety rules, and to report workplace injuries and unsafe conditions in a timely manner.

Approved by:

Bettina Dietsche, Chief People and Culture Officer Allianz SE, May 2023