



## ALLIANZ GROUP HEALTH, SAFETY AND WELL-BEING POLICY

### Our vision

Health is more than a mere absence of illness. We want to create a positive work environment and consistently take care of our physical and mental health in order to maintain and improve our health and well-being in the workplace. We are aware that an empathic work environment has a positive effect on resilience, commitment, health and collaboration of all employees.

Our well-being is key to success. With a balanced lifestyle, we can do our best at work and keep our promises to colleagues and customers. Allianz supports us in striking a balance in our physical, mental and work life.

### Our occupational health and safety priorities

Allianz Group is committed to provide a safe & healthy work environment and to 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 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.

### Governance

To this end, local Allianz entities discuss health issues and risk documentation between human resources and managers' as well as with OHS departments and the executive management/ board of directors on at least a quarterly basis, covering 80% of our global workforce. A few best practices from our operating entities are (not exhaustive):

- Allianz Australia implemented these discussions as integral part of their OHS strategy for 2021 - 2023
- Allianz Germany discusses health issues and risk documentation in their occupational safety committee
- The H&S Steering Committee of Allianz Ireland meets on a quarterly basis and incidents are reported to the Risk Committee and are assessed to ensure that it is

within risk thresholds. The monthly Board of Management papers include a commentary on governance related topics and an update, where necessary

- Allianz Technology health & safety committee meet at least twice a year to discuss health issues and risk documentation

### Controls, certifications and verifications

Internal audits and consultations by occupational health and safety specialists are carried out on a regular basis in more than 80% of all Allianz entities worldwide as well as independent verifications. A few best practices from our operating entities are (not exhaustive):

- Allianz Australia: standard practice and inspection every two years, ISO 45001 aligned
- Allianz Germany: occasional audits by authorities and social accident insurer (VBG<sup>1</sup>)
- Allianz Italy: officially appointed OHS coordinator and (DLgs<sup>2</sup> 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 AEIS<sup>3</sup> and annual H&S audits of offices by external assessors

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, aims to provide a healthy and productive workplace to reduce work-related stress for its employees. It consists of eleven minimum actions to be implemented by our top 50 Operating Entities to reduce negative stress in the workplace, for example Employee Assistance Programs offers 24/7 anonymous professional mental health support hotlines, eligible to all employees.

To track the successful implementation of the Work Well Program, 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

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<sup>1</sup> VBG:Gesetzliche Unfallversicherung Deutschland (Social Accident Insurer)

<sup>2</sup> DLg: Decreto legislativo (Italy)

<sup>3</sup> AEIS: Allianz Engineering Inspection Services

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.

### Evaluation of progress against targets

In two thirds (67%) of our operating entities, the progress of reducing and preventing health issues and risks against set targets is evaluated on a regular basis. Action plans with quantified targets for business unit managers in performance appraisal and renumeration of management are common practice in multiple entities, covering one third of our global workforce. A few best practices from our operating entities are (not exhaustive):

- Allianz Italy: OHS targets are a given for each manager as they are set by law (mandatory managers training), relevant KPIs are monitored (e.g. overtime, sickness leave)
- Allianz Ireland: the responsibility for OH&S is a collective one – both Allianz and employees have a responsibility for ensuring the H&S of all employees. Both the employer and employee have responsibilities in respect of OH&S – this is provided in the local legislation.
- Allianz Spain: health indicators included in targets and priorities
- Allianz Technology: targets are set on a local scale by the H&S officers.

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.

### **Our health and well-being priorities**

The health and well-being of our employees is key to the success of Allianz. The Covid-19 pandemic has dramatically highlighted the importance of mental well-being under remote working conditions and it is more obvious than ever that employers play a fundamental role in keeping their employees' spirits high and supporting their health and mental well-being. 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 absence, higher productivity and a better employee experience.

To achieve our ambition of maintaining and improving employee health and well-being, we focus on three key dimensions:

1. Mental & physical resilience
2. Motivation & engagement
3. Work effectiveness

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

To improve **mental & physical resilience**, Allianz Group has committed to provide professional psychological support to all employees globally by offering free access to employee assistance programs. Further, all Allianz people leaders are trained effectively to build an atmosphere of psychological safety and mental resilience within their teams. Allianz Group provides sufficient knowledge bases on mental and physical health to all their 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.

To promote **work effectiveness** during regular working hours, Allianz Group ensures sufficient time for employees to focus on their daily tasks. Regular meeting free calendar days are held to provide employees appropriate time to work on their priorities and responsibilities, in order to reduce work-related stress.

#### Paid parental leave

Motivation and engagement are also key to employees' mental well-being. Therefore, Allianz has committed to a global benefits strategy, including at least three months paid leave in total (prior and after birth), paid up to a ceiling, for own child, adoption or surrogacy for mothers and at least one month paid leave, paid up to a ceiling, for own child, adoption or surrogacy for fathers. This ambition will be implemented in all operating entities within the next two years.

By now, already 75% of our operating entities offer paid **maternity leave** in excess of legally required minimums. A few best practices from our operating entities are (not exhaustive):

- Allianz Australia offers 14 weeks of paid parental leave for the primary care giver on top of any Government funded eligible payments
- Allianz France offers 22 weeks of paid maternity leave, which is 6 additional weeks than legally required

- Allianz Ireland offers 26 weeks of maternity pay, which equates to 6 months of full pay
- Allianz Thailand offers 120 days of paid maternity leave, which exceeds the legally required 45 days of paid leave
- Allianz Asia Pacific Regional Office offers 16 weeks of paid maternity leave to ensure that mothers fully recover from childbirth

In addition, half of our operating entities also offer paid **paternity leave** in excess of legally required minimums. A few best practices are (not exhaustive):

- Allianz Australia offers 4 weeks of paid parental leave for the secondary care giver on top of any government funded eligible payments
- Allianz Ireland offers 2 weeks of paternity pay to fathers
- Allianz Thailand offers 5 days of paid family care leave to fathers in the first three months after birth
- Allianz Asia Pacific Regional Office offers 10 working days of paid leave for male employees under their “Paternity Leave” policy

#### Flexible working hours and working from home arrangements

Allianz Group promotes a work environment in which multiple measures are taken to maintain work effectiveness. All Allianz premises offer **flexible working arrangements** and more than 96% of our workforce, which is more than 130.000 employees worldwide, have access to **remote working** arrangements, even beyond Covid-19.

#### Childcare facilities and/ or contributions

In addition, 76% of our operating entities offer **childcare facilities and/ or childcare contributions**, ensuring that parents with young children are provided with opportunities to continue working. A few best practices are (not 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

## **Our Responsibility**

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.

Version	As of	Approved by
1.0	04/2021	Stefan Britz