



## 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 create 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 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 professional lives.

### Our occupational health, safety and well-being 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.

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**, globally launched in 2015, aims to provide a healthy and productive workplace to reduce work-related stress for its employees. This program has been further developed in 2021 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 absence, 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 2021, 99% 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. 95% of our people leaders in scope had undergone the respective training at the end of 2021.
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 2021, 39 operating entities participated in the pulse survey with a satisfaction rate of 67%.
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 2021, 86% 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 activities<sup>1</sup>**

### OHS Policy

Allianz Group has published a **global Occupational Health, Safety and Well-being policy** which is applicable to more than 90% of our entire operations/ employees and contractors worldwide. Further, multiple local OHS policies, standards and programs have been rolled out, which are **compliant with relevant standards**, covering almost two thirds of our global workforce (56%). **Consultations with workers and workers representatives** take place on a regular basis for 90% of our employees as well as a strong commitment to **continuously improve the OHS performance**, including prioritization and action plans. 40% of our OEs have established quantitative targets to reach this commitment. For 63% of our employees, this OHS policy is endorsed by their board of directors or executive management. Some best practice OHS policies are (not exhaustive):

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<sup>1</sup> 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 82% (127.332 of 155.411) of our employees worldwide.

- 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** being relevant for more than 89% 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 89% of employees). **Internal inspections** take place frequently (for 89% of our employees) and the progress of reducing and preventing health issues and risks against the pre-defined targets are carried out on a regular basis in almost two thirds of our operating entities (covering 56% of employees). This includes **procedures to investigate work-related injuries, ill health, diseases and incidents** (relevant for 90% of our people). 90% of our workforce is **trained regularly** to raise awareness and reduce operational health and safety incidents.

Further, 30% of our operating entities have **independent external verification** of their health, safety and well-being standards. In more than 40% of OEs, these OHS criteria are introduced into the **procurement and contractual requirements**. Here are a few best practices for external OHS verifications (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>2</sup>)
- Allianz Italy: officially appointed OHS coordinator and (DLgs<sup>3</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>4</sup> and annual H&S audits of offices by external assessors

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<sup>2</sup> VBG: Gesetzliche Unfallversicherung Deutschland (Social Accident Insurer)

<sup>3</sup> DLg: Decreto legislativo (Italy)

<sup>4</sup> AEIS: Allianz Engineering Inspection Services

## Governance

The majority of Allianz operating entities have **designated representatives** of their top management to oversee the implementation of OHS, covering more than 70% of our global workforce (89% of RACo OE employees) and also discuss health issues and risk documentation between human resources and managers as well as with OHS departments on a regular basis. In one fifth of our operating entities, employing 35% of our people, OHS targets are embedded in **performance appraisal and remuneration** of management and the board of directors receives updates on OHS on at least a quarterly basis.

A few best practices from our operating entities are (not exhaustive):

- Allianz Australia implemented regular discussions as integral part of their OHS strategy for 2021 - 2023
- Allianz Germany discusses health issues and risk documentation in their occupational safety committee
- 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. 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 Spain: health indicators included in targets and priorities
- Allianz Technology: targets are set on a local scale by the H&S officers and health & safety committee meet at least twice a year to discuss health issues and risk documentation

In order to further embed health and mental well-being in our global corporate culture, we will report as of now on to the Allianz SE holding board's supervisory board quarterly updates on our professional psychological support, including

- EAP call volumes (number of calls per operating entity)
- EAP utilization rates (percentage of employees making use of the EAP service)

## Employee support programs to foster employee well-being with special focus on 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 are taken to maintain work effectiveness. All Allianz premises offer **flexible working arrangements** and more than 96% of our workforce have access to **remote working** arrangements, even beyond Covid-19. For 85% of our employees part-time working options are in place and more than 65.000 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 female workforce (44%) has access to **breast-feeding and/ or lactation facilities** and benefits to further support young parents working for Allianz. 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

Next to flexible working arrangements, we have launched our Global Benefits Strategy in 2021, including paid parental leave for the entire workforce. This includes 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 female employees are offered **maternity leave**, the majority of whom 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, more than 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

Further, more than 50% of our global workforce are offered **paid family 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. A few examples are (not 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

### **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 2021, the WWi+ scored 69% favorability which is

the continuation of a very positive trajectory over time with 70% and 66% favorability in 2020 and 2019, respectively.

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. The take up and participation rates are tracked on local OE level.

## 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 group HR 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:*

*Stefan Britz, May 2022*