



MODERN SLAVERY STATEMENT

Allianz Technology SE

June 2021



INTRODUCTION

The crime of slavery exists in the modern world even though it is a criminal offence in most countries and outlawed by largely ratified international treaties. Modern slavery manifests itself in various forms such as forced labour and the worst forms of child labour, servitude, slavery, human trafficking, forced marriage, debt bondage, deceptive recruiting for labour or services and affects people of all ages, race and sex equating thus with gross violations of human rights.

Allianz Technology SE as a part of Allianz Group takes an active stance against, and has zero tolerance for, modern slavery and other human rights violations. Our commitment to human rights is based on values and principles contained in the Universal Declaration of Human Rights, United Nations Guiding Principles for Business and Human Rights and International Labor Organization Standards. We recognise the importance of dignity and the rights of the human being, as both a value-based issues and a business issues. In Allianz we believe that fighting modern slavery is a shared responsibility.

This Modern Slavery Statement is prepared on behalf of Allianz Technology SE including its branches and majority owned subsidiaries in compliance with the Australian Modern Slavery Act 2018 (Cth) (the Act). Allianz Technology SE is a reporting entity within the meaning of section 5 of the Act. The statement covers the reporting period from 1 January 2020 to 31 December 2020.

This document was approved by the board of Allianz Technology SE on 9 June 2021.

Turan Sahin
CEO Allianz Services

Andrea Pettinelli
CFO Allianz Technology





1. BUSINESS OVERVIEW

Allianz Technology SE consists of two business segments (Technology & Services) and acts as the global shared IT service provider for the Allianz Group. Its mission is to run, optimise, transform, and innovate infrastructure, applications, and services together with Allianz companies to cocreate the best customer experience.

In the reporting year 2020 Allianz Technology SE had approximately 7630 employees. Allianz Technology SE works closely with other Allianz entities to deliver end-to-end solutions and drive digitalization of the Allianz Group. It oversees full digitalization spectrum – from one of the industry's largest IT infrastructure projects that includes data centres, network, and security, to application platforms that span from workplace services to digital interaction. Allianz SE, the parent company with full ownership, is headquartered in Munich, Germany.

1.1. Structure, Operations and Supply Chain

Allianz Technology SE is a European public company with headquarters in Munich, Germany. Allianz Technology's Australia Branch was instated as a branch of Allianz Technology SE in 2015 and has Australian registered body number 607 145 228. The workforce is provided by the legal entity Allianz Australia Limited Services (AALS) to the Allianz Technology SE Australia branch.

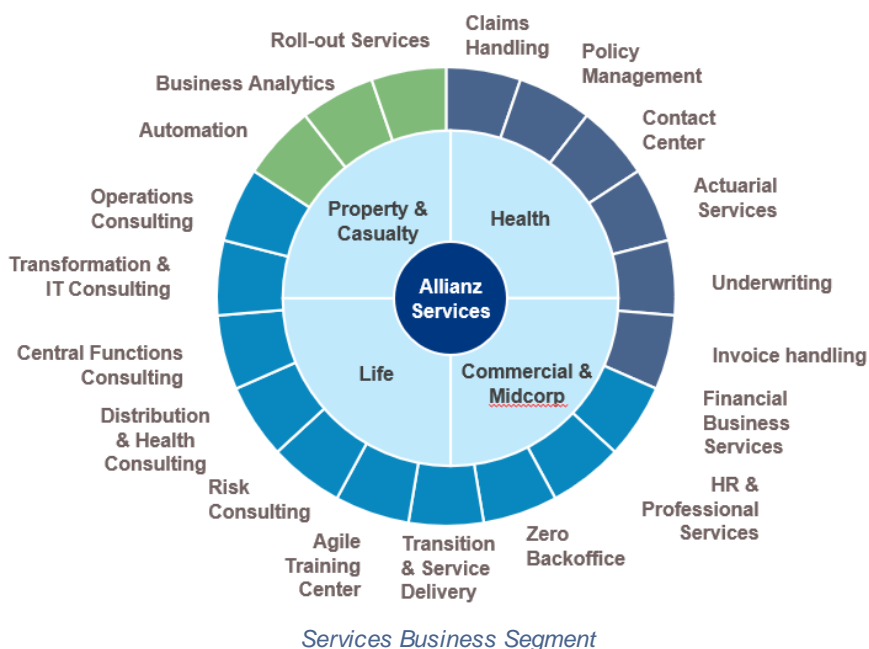
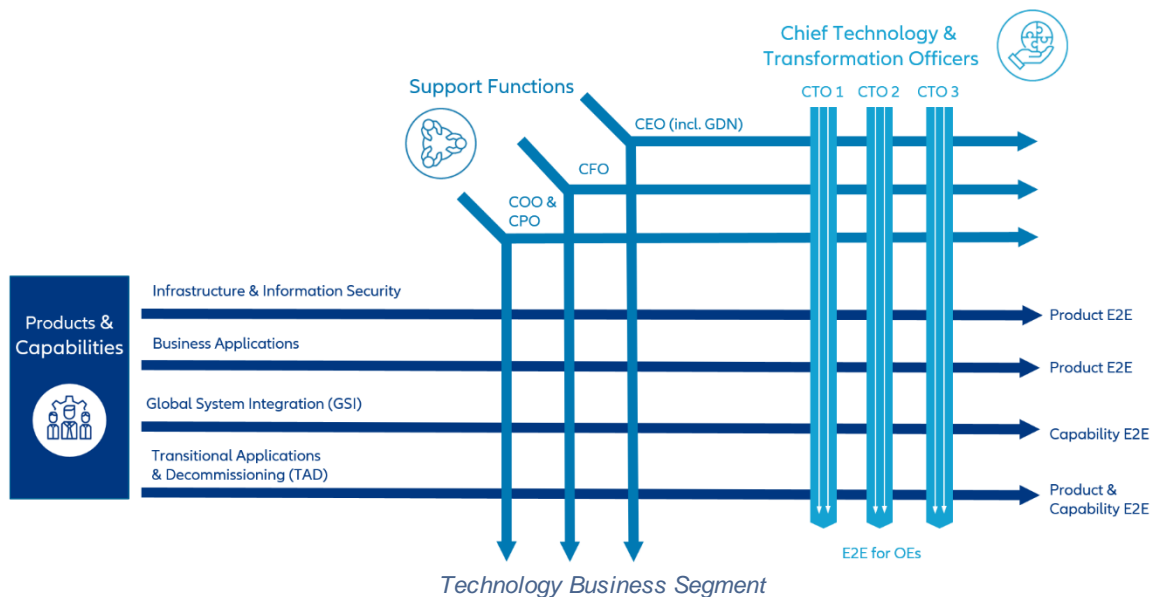
Furthermore, Allianz Technology SE has the following branches and majority owned subsidiaries under control:

Entity	Location	Type of Entity
Allianz Technology SE	Munich, Germany	Headquarters
Allianz Technology SE	Sydney, Australia	Branch
Allianz Technology SE	Brussels, Belgium	Branch
Allianz Technology SAS	Paris, France	Majority owned subsidiary
Allianz Technology SE Magyarországi Fióktelepe	Budapest, Hungary	Branch
Allianz Technology SE	Pune, India	Branch
Allianz Technology SE	Trivandrum, India	Branch
Allianz Services Private Ltd.	Trivandrum, India	Majority owned subsidiary
Allianz Technology SE	Dublin, Ireland	Branch
Allianz Services Mauritius	Mauritius	Subsidiary
Allianz Technology SE	Rotterdam, Netherlands	Branch
Allianz Technology SE Sucursala, Munchen, Bucuresti, Romania	Bucharest, Romania	Branch
Allianz Technology SE Singapore Branch	Singapore, Singapore	Branch
Allianz Technology SE organizačná zložka	Bratislava, Slovakia	Branch
Allianz Technology SE Sucursal en España	Barcelona, Spain	Branch
Allianz Technology SE München Zweigniederlassung Wallisellen	Wallisellen, Switzerland	Branch
Allianz Technology SE	Guildford, UK	Branch
Allianz Technology (Thailand) Co. Ltd.	Bangkok, Thailand	Majority owned subsidiary
Metafinanz-Informationssysteme GmbH	Munich, Germany	Majority owned subsidiary



The services of Allianz Technology SE are continuously driven by the strategic requirements of Allianz Group, as well as by the operational needs of Allianz Group companies. These needs and

demands of our clients are supported by following organizational structure of Technology and Services business segment:





To operate and provide its services Allianz Technology SE procures goods and services from vendors worldwide. Engaged vendors are mostly established global players with whom we have long-term relationship.

The procured goods and services are categorised and managed in global and local procurement categories:

Global Procurement Category	Local Procurement Category
IT Professional Services	Consulting Services Legal
Insurance	Print
Professional Services Consulting	Human Resources
Business Data	Promotional Items
Marketing	Building & Facility Management
IT Infrastructure	General Administrative
Travel & Fleet	Logistics
Software	Meetings, Incentives, Conventions, Events
Office Equipment & Supplies	

The procurement function in Allianz Technology SE supports our internal operations but also has a global mandate to negotiate global (frame) agreements on behalf of Allianz SE. The main external spend at Allianz Technology SE is IT related procurement (IT services, infrastructure, and software).

There is a central procurement function in headquarters responsible for strategic procurement and negotiation of global frame agreements. Procurement in Allianz Technology SE branches and subsidiaries apply global frame agreements as well as manage local demand and requirements.



2. RISKS OF MODERN SLAVERY

The nature of the IT professional services industry limits the direct exposure towards modern forms of slavery in our operations. The tasks to be carried out by our employees require a level of education, regular training and often regulatory licenses or specific certifications, which cannot be achieved under the usual circumstances of slavery.

As Allianz Technology SE does not use raw materials or produce goods, the exposure to modern slavery risks within the first tier of our direct supply chain is also limited.

However, we recognize that the exposure to modern slavery risk can arise in respect of indirect procurement and deeper in supply chains.

We conducted a high-level risk mapping within our tier 1 suppliers taking into consideration such factors as commodity type, industry sectors, nature of workforce and supplier location. As a result, we identified following areas of potential risk exposure:

- Within our operations the risks are mainly associated with procurement of building and facility management services. These include cleaning services, security services, catering services and construction services.
- The risks of modern slavery can occur deep within our supply chain beyond our immediate suppliers. This is predominantly applicable for procurement of hardware equipment such as computers, laptops, mobile phones, and other IT equipment. In addition, procurement of following services and goods also pose a risk of modern slavery in supply chain: office equipment & supplies; promotional items; and hotels and accommodation.





3. OUR ACTIONS TO REDUCE MODERN SLAVERY RISKS

3.1. Our Policies

Allianz Technology Code of Conduct applies to all Allianz Technology employees to guide their actions and decision in an ethical and complaint way in a daily business.

Allianz Group Vendor Code of Conduct sets minimum standards that Allianz Technology expects its vendors (companies that provide goods or services as well as manufacturers or resellers of such goods or services, incl. the companies' employees, agents, and subcontractors) to comply with. Acceptance of this Code or proof of an equivalent regime (in which case documentation of such regime has to be provided together with the Vendor Declaration Form) is part of the vendor qualification process in Allianz Technology procurement.

Allianz Group HR Standard applies to all employees of Allianz Group including Allianz Technology employees and establishes core rules and principles for Human Resources management.

Allianz Technology Procurement Standard is mandatory within Allianz Technology including its branches and majority-owned affiliates. It ensures that external spend in all areas of IT and non-IT is managed in a professional and compliant way.

Allianz Technology SE encourages its employees to speak-up and report any possible misconduct they believe violates our Code of Conduct, any laws, regulations, order of regulators or any internal rules. The reports and hints can be submitted via our internal whistleblowing channels. As for our external stakeholders and business partners, we encourage them as well to contact us in case of evidence of failure to avoid any human rights violation through our Allianz Grievance Mechanism.

Investigation and mitigation process of incoming reports in Allianz Technology SE is guided by **Allianz Whistleblowing Guideline** of Allianz Group.

Allianz ESG Integration Framework provides further information on integration of Human Rights approach into core business activities and business organization on Allianz Group level.

3.2. Operations

As an employer, Allianz Technology SE respects international human rights standards for its own workforce. Our People Function (HR) controls and manages people attraction and sets standards towards recruiting process with controls in place, such as fit and proper checks and background

checks. Once employees are onboarded to the company our Code of Conduct and Allianz Group HR Standard outline rules and principles for Human Resources management and ensures fair employment practices for our employees. It safeguards adherence to local labor laws and commitment to inclusive meritocracy. As a practical action towards these commitments Allianz Technology SE is conducting an equal pay program. We aim to eliminate any unjustified gaps in the short term, especially gender pay gaps, which are then to be reviewed and certified by an external audit/certification.

Allianz Technology SE is committed to striving for equal pay, equal work, and work of equal value for all employees regardless of gender, ethnic background, sexuality, family status or other demographic factors. Our HR policies are implemented in a non-discriminatory manner, with particular attention to the rights and needs of individuals from groups or populations that may be at heightened risk of becoming vulnerable or marginalised, and with due regard to the different risks that may be faced by women and men. We continuously strive to make Allianz the better place to work with zero tolerance of modern slavery, discrimination, harassment, and unequal treatment where everyone can succeed regardless of age, gender, religion, sexual orientation, or cultural background.

On a yearly basis we collect feedback from our employees on our working environment and culture via Allianz Engagement Survey. It includes three main indexes: inclusive meritocracy; employee engagement; and work well index. Upon survey results the follow-up sessions are initiated within teams across organization to jointly come up with improvement actions and implement them.

3.3. Supply Chain

In line with Allianz Technology Procurement Standard our purchasing and sourcing follows the standardised processes and procedures.

Prior to tendering and/or entering into global frame agreements, suppliers undergo due diligence as part of the pre-qualification process. The vendor due diligence process includes acceptance of Allianz Group Vendor Code of Conduct, data protection, social, ethical, and environmental principles as well as compliance norms and rules. Integrity screening, sanctions screening and credit checks round up the qualification process. During supplier engagement and relationship management we perform regular monitoring and conduct regular vendor integrity screening on a risk-based approach. In the event of infringement Allianz Technology SE considers appropriate actions to support achievement of



compliance and if necessary, termination of the contractual relationship.

In local purchasing operations – depending on the spend threshold suppliers are subject to the above-described due diligence and vendor integrity screening. Thresholds vary from branches and environment, where we operate.

Thus, detecting and addressing modern slavery risks is part of our broader due diligence and supplier relationship process.

3.4. Identified Improvements

As part of the statement preparation and further enhancement of modern slavery risks identification and mitigation, Allianz Technology SE identified following improvements to work on in the course of 2021 reporting period:

Modern slavery risks mapping

To formalise risk mapping and assessment, Allianz Technology SE aims to develop further its approach and introduce a continuous risk based process to include identification and addressing of modern slavery risks in all relevant business processes.

Strengthening policy framework

Amendments will be incorporated into Allianz Group Vendor Code of Conduct to expressly outline expected standards from vendors regarding modern slavery risks in their operations and supply chain.

Allianz Technology Procurement Standard will be updated to express requirements on modern slavery risk mitigation.

Introducing contractual obligations to our suppliers and vendors

Supplier contract agreement templates will be updated with Modern Slavery clauses. All new contractual engagements with vendors and renewals of the existing contracts have to be negotiated based on the new templates and include modern slavery clause.

Enhancing vendor due diligence process

Amendments to the vendor onboarding questionnaire will be implemented. Additional questions are to be added to better assess suppliers' ESG approach, with a particular focus on modern slavery and fair employment practices. All new vendors will go through the new pre-qualification due diligence process.

Capability building and awareness creation

Target employees have been identified and will be trained on modern slavery risks in following reporting periods. For the broader community awareness, a campaign will be launched through the corporate intranet.

As a next step we plan to develop an online training program and integrate it into our compliance training plan. The training will be then accessible and recommended to all employees in the subsequent reporting periods. For all new employees we intend to raise awareness on modern slavery risks during company onboarding.



4. ASSESSMENT OF EFFECTIVENESS OF TAKEN ACTIONS



Allianz Technology SE is committed to continue developing and improving the system to identify and address modern slavery risks as well as assess the effectiveness of taken measures.

We will ensure regular review of our risk assessment process through the integration of modern slavery risks into Allianz Technology Integrated Risk & Control System (IRCS) framework.

As part of our regular compliance tests and internal audits, we will assess whether mitigation measures implemented within our vendor due diligence checks have been consistently actioned.

Furthermore, we intend to implement a monitoring mechanism to track and measure implemented actions, such as tracking vendors successfully passing through the updated due diligence process and levels of employee awareness after participation in modern slavery training.

5. PROCESS OF CONSULTATION WITH OTHER CONTROLLED ENTITIES

Allianz Technology SE conducted consultations with its entities (branches and subsidiaries as shown in the section 1.1) with the focus of increasing their awareness of actions needed to identify, assess, and address modern slavery risks. All Allianz Technology SE branches and subsidiaries follow the policies and processes mentioned in sections 3.1, 3.2 and 3.3, which are applicable to the various range of their functions. Allianz Technology SE Headquarters in Munich, Germany coordinates meaningful and ongoing dialog with the entities worldwide.

To develop this statement Allianz Technology SE engaged stakeholders from key business functions as Compliance, Risk, Procurement and People (HR) Function to ensure the right consideration and integration of Modern Slavery risks in the organisation.



