

Allianz SEWC

European Stress Framework
Agreement 2011.

"Managers and employees have a
responsibility to act together"

- In 2006 Allianz AG converted to a European Company, an SE.
- The Employee participation agreement negotiated at the time gave the SEWC the initiative right on various topics:
 - Equal Opportunities.
 - Work and Health Protection.
 - Data Protection.
 - Training and Education Policies.
 - We chose Work and Health Protection as our first topic.

- Social Dialogue discussions started in June 2007 between the ex-com of SEWC, employees on the Supervisory Board, CEO of AzSE and other members of his Management Board.
- Social dialogue group re-formed in September 2009, made up of SEWC, Supervisory Board and HR Directors & Managers from matching Countries i.e. UK rep, so UK HR Director.
- This group meets twice a year.

- Small joint working group established to focus on a stress framework agreement.
- SEWC reps developed a draft initial agreement which formed the basis of the on-going discussions.
- Final draft agreed by the full social dialog group in September 2010.
- Ratified with minor tweaks by the full SEWC at its February 2011 meeting.
- Agreed by AzSE Management Board soon after.
- Signed & published in May 2011.

- Initial aim is to prevent work related stress.
- Provides ways of dealing with stress if it occurs.
- Will be jointly reviewed after two years, to make sure its working as planned.
- Sharing best practice across the group.
- Covers new Countries joining the EU.
- Refers to many external framework agreements and EU directives.
- Gives guidance on Risk Assessments, safety reps and safety committees.

Potential “hot spots”

- Cultural differences.
- National legislation.
- EU Directives.
- European Social Partner bodies.
- World Health Organisation.
- Guidelines from National H&S bodies.
- Guidelines from various Trade Unions.
- Local management (Country level).

- It was issued with a strong covering letter from our CEO, which we helped to write.
- Various quotes from press releases at the time are as follows.

As one of the first financial services providers, Allianz se has adopted European guidelines on dealing with work-related stress. Members of the board of management of Allianz SE and its SE Works Council signed a respective agreement.

The guidelines included apply to all Allianz companies in the member states of the EU, the contracting states of the European economic area, and Switzerland.

"The health and well-being of our employees is an absolute central concern for us. Without them, the long-term success of our company is inconceivable", said Werner Zedelius, member of the board of management of Allianz se also responsible for HR topics. "Therefore, we are pro-actively addressing the issue of work-related stress."

The demands of the working environment are constantly growing in number and kind: be it through international competition, increasing requirements regarding efficiency and effectiveness or changes in working processes. Especially, if several of these factors accumulate, negative stress can be the result, which can lead to physical, psychological or social reactions. "We are very aware of our employer responsibility to our employees", Werner Zedelius emphasized.

In addition to the introduction and the successive implementation of the guidelines, risk analyses of potential stress factors in the working environment are planned. Possible causes should be detected, and avoided or reduced at the earliest possible stage. "Thereby we support a corporate culture, which allows for an open dialogue about this issue. We rely on the sense of responsibility of our management, but also of our employees, to seek help on offer and to openly address problems", said Werner Zedelius.

"Herewith Allianz adopts for the first time a European-wide agreement on health protection and thereby raising its social profile in Europe. That's an important milestone", said Rolf Zimmermann, chairman of the se works council.

The management of the local European entities are responsible for the implementation of the guidelines, assisted by the hr experts. They decide upon the relevant local tools to offer to their employees - e.g. Anonymous helpline, counselling, education or training. A further element is providing support regarding rehabilitation and reintegration matters.

"We explicitly offer our support in identifying the most promising measures", said Rolf Zimmermann to the joint responsibility.



Signing of the agreement in Munich on May 5th 2011

From left: Jean-Jacques Cette, Werner Zedelius, Rolf Zimmermann, Geoff Hayward

A copy of the full stress framework agreement can be found on the Allianz SE website at:-

https://www.allianz.com/static-resources/en/press/media/documents/v_1307372785000/agreement_on_guidelines_concerning_work_related_stress.pdf

We are currently developing a European wide agreement on Life Long Learning. We hope to finalise this very soon.

Any Questions?