



EQUALITY PLAN AT ALLIANZ SPAIN

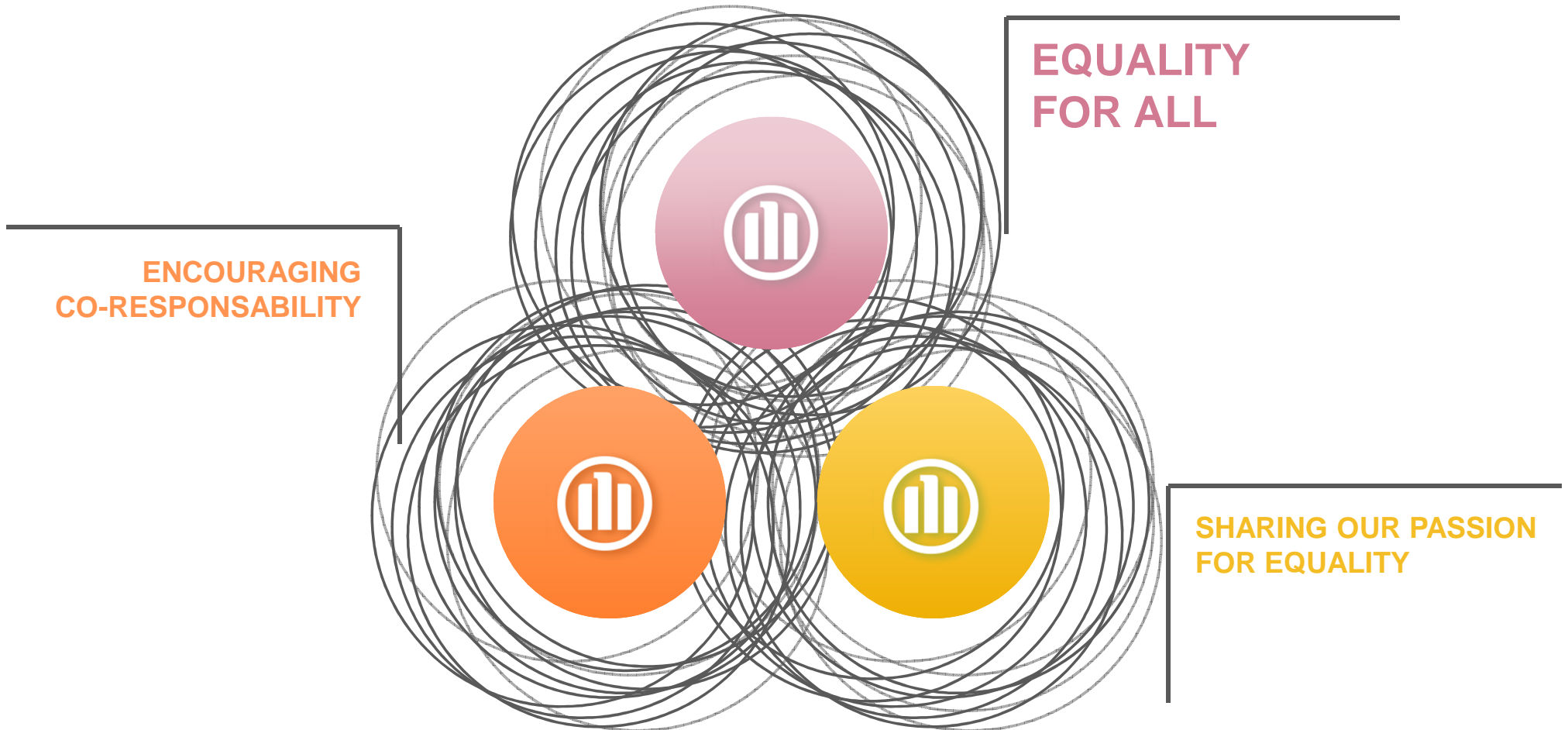
Ana Martel, Global Broker Business Advisor & Workers Representative.

Laura Pacheco, Labor Relations Specialist.

Allianz 



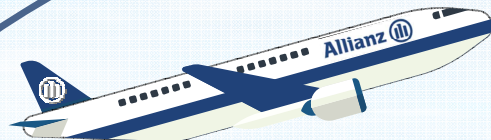
EQUALITY PLAN: MEASURES WITH REAL IMPACT



THE TAKE-OFF

HISTORIC FRAME AT ALLIANZ SPAIN

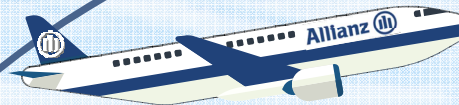
Everything aligned
with the Company
CBA agreed with
unions



2007-2010

Equality Committee Foundation (april 2007) with Unions

- Creation of the Protocol in the event of Workplace and/or Sexual Discrimination
- Diagnosis of the situation
- Global Diversity Council foundation



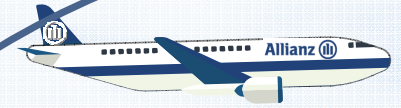
2011-2017

First Equality Plan signed with Unions

- First Equality Hallmark obtained
- Development Committee Foundation

2018

Second Equality Plan signed with Unions - Equality Sponsor



MEASURES WITH REAL IMPACT



ENCOURAGING CO-RESPONSIBILITY

...BEYOND LEGAL REQUIREMENTS



During the pregnancy

- Reserved parking for pregnant mothers
- Small gift for the parents to be
- Special reduced schedule for pregnant mothers without reductions of salary
- Paid leave to preparation classes
- Paid leave for employee to accompany the mother in case of risk pregnancy.

After the arrival

- Up to 2 months of unpaid leave after the paternity paid leave
- Additional week of reduced Schedule for the fathers



MEASURES WITH REAL IMPACT



SHARING OUR PASSION FOR EQUALITY

- Obtained the Equality Hallmark (National Public Hallmark which has to be renewed every 3 years)
- Use of the inclusive language in our internal and external communications
- Celebration of Family Day, Diversity Day, Women's Day, etc.
- Creation of the Equality Sponsor



MEASURES WITH REAL IMPACT



EQUALITY FOR ALL

- Commitment to the less-represented Gender in the Recruitment activities.
- Manager's Guide to promote work-life balance.
- *CRECE* program to promote Inclusive Meritocracy: as a self-nomination program.
- Promoting LinkedIn Learning.
- Bank of Time.
- Digital Working Project: Working from home as a reality.
- Exit-interviews: Verify that discrimination episodes are not taking place at the company.

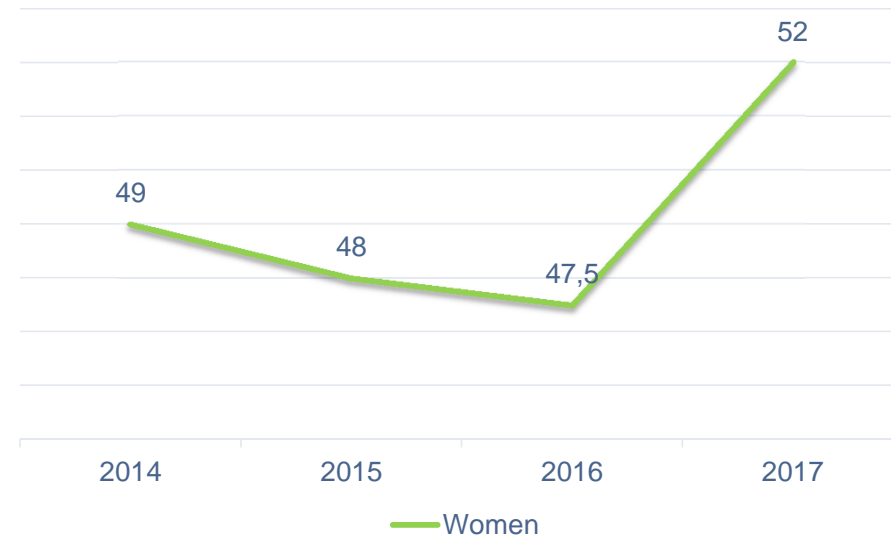


FACTS

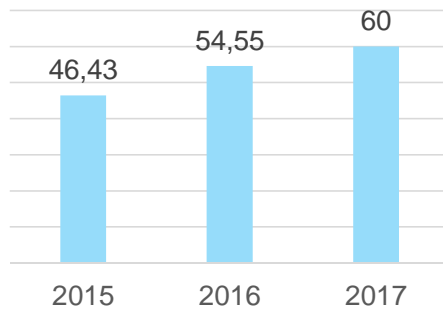
In-house Female Talent

	2017	2018	2017 Vs 2018
% Women per Board	12,50%	22,22%	+ 9,72
% Women in Executive Clusters	23,86%	24,41%	+ 0,55
% Women in Talent Pools**	52,10%	58,57%	+ 6,47

% of Female Talent within New Hires



% of Female Promotions to Head of Team



4,1

No gender differences on performance (same average 4/5)



Allianz 

**DO YOU HAVE ANY QUESTIONS?
THANK YOU VERY MUCH!**

Allianz 