



Advancing inclusion and diversity

I&D policy

2023 Edition

Inclusion and Diversity matters to us

Our aspiration at AllianzGI is to become a leading global active asset manager. A key element in our success is our **workplace culture**.

Together with Entrepreneurship, Customer Excellence, Collaborative Leadership and Trust, **Inclusion and Diversity shape how we work and serve our large and varied client base.**

At Allianz Global Investors we define Inclusion and Diversity as follows:



Inclusion

A culture that **enables everyone to give their best.**



Diversity

A recognition that difference is an asset to be enhanced and leveraged at all opportunities.



Diversity without inclusion and inclusion without diversity are not enough. **Both are required to maximize the collective intelligence of our organization and to unlock the potential of all talent.**



Our commitment to Inclusion and Diversity

At AllianzGI we are committed to building an increasingly diverse business and to creating a truly inclusive environment where **everyone is welcome and feels able to be themselves** regardless of race, religion or belief, ethnic or national origin, colour, nationality, sex, gender identity, gender reassignment, sexual orientation, age, disability, marriage and civil partnership, pregnancy and maternity, political opinions or trade union affiliation.

We endeavour to create a transparent organisation that eliminates barriers in order to ensure that **all our employees can succeed to the best of their ability**. We actively support behaviours that encourage everyone to bring different perspectives to the organization and foster a culture of inclusion.

We are all responsible for Inclusion and Diversity

Every employee who works at Allianz Global Investors is responsible for behaving in accordance with AllianzGI's commitment to inclusion and diversity at all times and for co-creating our inclusive culture.

Everyone is responsible for making sure that inclusion and diversity are effectively incorporated into decision making and the management of business activities.

Company responsibilities

Our responsibility as an employer is to offer **equal opportunity to all employees** and to **nurture a work environment free of Harassment, Discrimination, Bullying and other Abusive Conduct** of any kind.



This applies to all our employment policies and practices, including but not limited to:

- Recruitment and selection
- Terms and conditions of employment
- Training and development
- Promotion and career progression
- Redundancy and re-deployment
- Harassment, disciplinary and grievance procedures
- Flexible working

At Allianz Global Investors, we state our commitment to zero-tolerance on harassment, discrimination in our **Global Anti-Harassment and Anti-Discrimination policy**.

To actively support inclusion and diversity and to ensure all our employees are valued and treated with respect, Allianz Global Investors will ensure that employees are made aware of firm's inclusion & diversity approach during their employment in appropriate ways, for instance through day to day management, induction programs, training and development programs, global and regional intranet sites, employee communications.



Employees' responsibilities

Every employee is expected to treat everyone with respect and help to create an inclusive environment that is free from discrimination and/or harassment of any kind and where everyone is welcomed, valued, respected, and heard.



This includes:

- Acting as role models and demonstrating it in daily working activities;
- Taking the time to learn about inclusion and diversity topics;
- Showing visible support to inclusion and diversity initiatives and being a spokesperson for inclusion and diversity issues that are not necessarily their own.
- Speaking up if they notice identity-based assumptions being made about a colleague's needs, work ambitions and competencies and respond when they hear offensive identity-based jokes;
- Welcoming ideas and perspectives that are different from their own;
- Treating people in a way they wish to be treated rather than the way you wish to be treated and, most importantly, being respectful always.

Leaders' responsibilities

We expect our managers to create and sustain an inclusive working environment where every individual's unique contribution is valued and recognised.



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- Taking the time to learn about inclusion and diversity topics;
- Showing visible support to inclusion and diversity initiatives and being a spokesperson for inclusion and diversity issues that are not necessarily their own.
- Speaking up if they notice identity-based assumptions being made about a colleague's needs, work ambitions and competencies and respond when they hear offensive identity-based jokes;
- Welcoming ideas and perspectives that are different from their own;
- Treating people in a way they wish to be treated rather than the way you wish to be treated and, most importantly, being respectful always.

Human Resources responsibilities

All HR team members are responsible for ensuring inclusion and diversity is fully embedded in all day-to-day HR processes, policies and procedures.



HR will ensure:

- Recruitment: fair treatment through the recruitment process, including checking job descriptions are relevant and non-discriminatory and that fair, objective and consistent questions are asked at interview.
- Retention, training and promotion: oversight in respect of promotions, career development and training focus on skills, needs and talents rather than assumptions based on age, disability, gender, race, religion or sexual orientation etc.
- Ongoing monitoring: all policies and procedures are monitored to ensure equal opportunity. This also includes the monitoring of data to gain an accurate picture of AllianzGI's global workforce and to identify potential inequalities.

Fostering inclusive behaviours and empowering talented colleagues to succeed as they are, is not only the right thing to do, but is integral to how we work, add value for our clients, enhance our brand and grow our business.

Allianz Global Investors is a leading active asset manager with over 600 investment professionals in over 20 offices worldwide and managing EUR 520 billion in assets. We invest for the long term and seek to generate value for clients every step of the way. We do this by being active – in how we partner with clients and anticipate their changing needs, and build solutions based on capabilities across public and private markets. Our focus on protecting and enhancing our clients' assets leads naturally to a commitment to sustainability to drive positive change. Our goal is to elevate the investment experience for clients, whatever their location or objectives.

Allianz Global Investors

Data as at 30 June 2023. Total assets under management are assets or securities portfolios, valued at current market value, for which Allianz Asset Management companies are responsible vis-à-vis clients for providing discretionary investment management decisions and portfolio management, either directly or via a sub-advisor. This excludes assets for which Allianz Asset Management companies are primarily responsible for administrative services only. Assets under management are managed on behalf of third parties as well as on behalf of the Allianz Group.

To learn more about our continuing efforts to promote inclusion and diversity throughout our firm, visit <https://www.allianzgi.com/en/our-firm/inclusion-diversity>.

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