

# Allianz UK Modern Slavery Statement

**Effective**                      **Classification**

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# Table of contents

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Chapter	Content	Page
<b>A.</b>	<b>Introduction.....</b>	<b>1</b>
I.	Rationale and scope of application.....	1
II.	Authorisation and updates.....	1
<b>B.</b>	<b>About Allianz.....</b>	<b>2</b>
<b>C.</b>	<b>Our commitment to human rights .....</b>	<b>3</b>
<b>D.</b>	<b>Risk assessment in own operations .....</b>	<b>4</b>
<b>E.</b>	<b>Preventing modern slavery at Allianz UK.....</b>	<b>5</b>
I.	Third-Party Due Diligence.....	5
II.	Our contractual safeguards.....	5
III.	The CIPS corporate ethics mark.....	6
IV.	Allianz UK quality assurance.....	6
V.	Employment Policies.....	6
VI.	Training and testing our staff.....	6
<b>F.</b>	<b>Looking for new ways to improve .....</b>	<b>7</b>

## A. Introduction

### I. Rationale and scope of application

This Allianz Holdings Plc Modern Slavery Statement (“Statement”) outlines the steps we have taken to identify, assess, address and combat the risk of modern slavery. It covers the year January 1<sup>st</sup> 2025 to December 31<sup>st</sup> 2025.

This Statement ensures compliance with UK law and regulation, and is made in accordance with section 54 of the UK’s Modern Slavery Act 2015.

### II. Authorisation and updates

Allianz Holdings Plc is the owner of this statement and is responsible for maintaining and updating it. This statement is available on the corporate website of Allianz UK [Allianz Insurance - Business and Personal Insurance](#).

This statement will be reviewed annually and is approved by the Boards of Allianz and its subsidiaries of which this statement applies to including:

- Allianz (UK) Limited
- Allianz Engineering Inspection Services Limited
- Allianz Holdings Plc
- Allianz Insurance Plc
- Allianz Management Services Limited
- Highway Insurance Company Limited
- Liverpool Victoria General Insurance Group Limited
- Liverpool Victoria Insurance Company Limited
- LV Repair Services Limited

## B. About Allianz

Allianz Group are a leading integrated financial services provider offering a wide range of products, services and solutions in insurance and asset management. We have 128 million customers in 70 countries. "We secure your future" is our purpose at Allianz UK, and this is used as a foundation for all our activities within the business, as well as within our engagement with suppliers and throughout our supply chains.

Allianz's approach to modern slavery is part of the Group's overall commitment to human rights and human rights due diligence processes for our own operations and supply chains. Allianz act in a responsible, sustainable and inclusive manner. We are committed to maintaining strong and robust policies and procedures that ensure modern slavery and human trafficking is prevented. This also ensures transparency in all our business dealings and we expect all our suppliers to hold the same standards and governance within their activities, enabling a consistent approach.

## C. Our commitment to human rights

At Allianz, we are committed to upholding human rights and ensuring that neither our operations nor our supply chains are complicit in human rights abuses. This commitment aligns with the German Supply Chain Due Diligence Act, which mandates comprehensive due diligence to prevent negative human rights impacts, including prohibitions on child labour, forced labour, and slavery. Our Human Rights Officer oversees UK operations, ensuring compliance with these obligations and the German Supply Chain Act.

## D. Risk assessment in own operations

Allianz had no record of modern slavery (as outlined by the Act) within Allianz UK or with our suppliers or supply chains in 2025. In addition, no substantive risks relating child labor, forced labor, or slavery were identified in any Allianz entity in 2025.

The risk of modern slavery occurring in the own operations of an insurance and asset management companies was a priority assessed to be "low" due to the nature of the industry and the type of services being procured. However, it is incumbent on the business to ensure it is doing whatever is possible to mitigate the risk.

## E. Preventing modern slavery at Allianz UK

Allianz UK are committed to eliminating all forms of modern slavery within the business and within our supply chain. This is evidenced by the due diligence completed within our onboarding of suppliers and contractors, along with continuous monitoring and review throughout the relationship to ensure Allianz's standards are adhered to. Due diligence and risk assessments are carried out on all suppliers when they are onboarded and are reviewed annually thereafter. This includes identification of high risk factors within the supply chain and any other areas of concern. Where identified, appropriate steps are taken for the management of the risks. Prevention processes are put in place for the ongoing monitoring of risks and compliance to the requirements to eliminate modern slavery within our operations and the operations of our supply chain.

Allianz UK are also committed to ensuring there is no modern slavery or poor working conditions within their workforce. Allianz work collaboratively with our recognised trade unions, Unite and our employee consultative forum, to ensure fair working conditions and respect local labour laws.

Allianz UK prevent modern slavery through the following procedures:

### I. Third-Party Due Diligence

When onboarding a new supplier, Allianz have a clear structure and process in place to undertake compliance checks which ensure we are using reputable organisations that adhere to Allianz's zero-tolerance to any form of modern slavery.

Due diligence is undertaken through a structure of procedures within Allianz's vetting process. This includes identification of any legal, regulatory or sanction actions, review of media coverage for all suppliers along with more in-depth investigation for our high-risk suppliers.

Our mandatory RFP (tender) question set focuses on environmental, social and governance (ESG) topics, ensuring selected suppliers display strong commitment to ethical business conduct, shielding our stakeholders from ESG investment risks.

Allianz has a risk-based onboarding approach for suppliers whereby the nature of the work to be undertaken by the supplier is assessed alongside the geographical location from which supplier services will be conducted and their use of subcontractors. A dedicated vendor integrity screening process is applied to suppliers, to identify potential non-compliance with various international standards, including those for the prevention of modern slavery, human trafficking, child and forced labour. Within the vendor integrity screening process, vendors must confirm compliance and agree to Allianz's principles, rules and expectations on integrity as set out in our Vendor Code of Conduct which includes fair working practices and non-acceptance of any practices associated with modern slavery. The Allianz Group Vendor Code of Conduct is applicable to all companies that provide goods or services as well as manufacturers or resellers of such goods or services, incl. the companies' employees, agents and subcontractors.

### II. Our contractual safeguards

Our standard Terms and Conditions for the Procurement of Goods and Services (the "Agreement") include our commitment to protecting human rights – including prevention of modern slavery.

The conditions of the Agreement calls on our suppliers to promote protection of human rights, both internally and externally across their supply chains. They need to do this through their actions and by complying with the laws of the countries in which they operate. The conditions of the agreement also extends to when a third-party or outsourced provider sub-contracts the function or service to another provider (i.e. 4<sup>th</sup> party).

The provisions covers all inhumane or discriminatory behaviour, including:

- Child, forced or involuntary labour
- Human trafficking
- Inhumane or discriminatory treatment
- Protecting workers' rights to freedom of association (the rights of a person to join with other people, for example, as a union, to defend their rights) and

- Enabling collective bargaining (where employees can talk as a group with their employers to agree on pay and working conditions).

If a Supplier ever breaches this clause, Allianz UK have the right to immediately terminate the contract.

### **III. The CIPS corporate ethics mark**

Allianz's commitment to ethical supplier sourcing and supplier management principals is evidenced through our achievement of the CIPS Corporate Ethics Mark. Obtaining this mark requires colleagues working within supplier-facing activities to individually complete the CIPS ethics certification, which includes training on ethical business practices. This enables the Allianz Chief Procurement Officer to sign a Statement of Commitment to Ethical Sourcing and Supplier Management, and for Allianz to take a proactive approach in preventing unethical behaviour.

### **IV. Allianz UK quality assurance**

Allianz UK have enhanced their quality assurance systems to help better detect and prevent modern slavery. This includes internal auditing and due diligence checks on suppliers.

### **V. Employment Policies**

Allianz has robust policies and procedures in place to ensure employees are treated with fairness and respect, and to foster a working environment that is free from bullying, harassment, forced labour, or human trafficking. Allianz implements recruitment and onboarding processes designed to comply with local laws and regulatory requirements. These processes include verification of an individual's right to work, formal contracts of employment, and checks to ensure all employees meet minimum legal working age requirements.

### **VI. Training and testing our staff**

All new and existing Allianz employees undertake mandatory training which includes training on the Allianz Group Code of Conduct. Topics within this training include :

- Respect for Human Rights
- Acting with Integrity
- Managing conflicts of interest
- Free and fair competition
- Preventing Financial Crime
- Adhering to Economic sanctions
- Holding Business Partners to our standards
- Cooperation with Regulators
- Corporate Responsibility/Sustainability

## F. Looking for new ways to improve

We're always looking for new ways to protect against modern slavery in our supply chain. As well as expanding our training programme for ethical procurement and internal advertising campaign of the Modern Slavery Standard, we've also introduced new systems to enhance our visibility of supplier compliance to Allianz's standards. We've increased our ability to carry out more robust professional procurement scrutiny of suppliers and their activities, and gain more assurance for Allianz on the behaviours within our supply chain.

We've confirmed our whistleblowing reporting platform is available to all external Parties, as well as internally advertising that of the FCA and the PRA. The number for the Allianz Confidential reporting line, available 24/7, is as follows:

- Allianz (UK) 0800 0284624



We continue to review our processes and training to make sure we're doing everything we can to detect, prevent and promote protection against modern slavery across Allianz UK and our supply chains, and will reinforce any developments by updating our Allianz UK Procurement Standard, which acts as the standard for supplier engagement across the organisation.

Key performance indicators relating to due diligence screening processes, ongoing supplier monitoring and completion of staff training are being rolled out to ensure compliance to requirements within the statement can be tracked.

## Document information

<b>Document</b>	Allianz UK Modern Slavery Statement
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<b>Area of application</b>	Allianz Holdings Plc

## Authorisations

Valid from	Authorised by	Director for	Signature
01.01.2025	Michael Ruf	Allianz (UK) Limited Allianz Holdings Plc Allianz Insurance Plc Allianz Management Services Limited Liverpool Victoria Insurance Company Limited Highway Insurance Company Limited	
01.01.2025	Nick Hobbs	Allianz Engineering Inspection Services Limited	
01.01.2025	Matthew Cox	Liverpool Victoria General Insurance Group Limited LV Repair Services Limited	