

SpeakUp@Allianz

in compliance with
the German Supply Chain Due Diligence Act (GSCA)

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This applies also for cases where an examination does not confirm the allegations.

In the context of a reported incident, retaliation could take the form of any action (or omission) that could lead to an unjustified disadvantage for the reporting person, such as:

- HR measures (e.g., written warning, transfer to another unit/department/entity, termination, withholding of promotions)
- Harassment or mobbing (e.g., creation of a hostile work environment, offensive and harmful behavior, intimidation of any kind, unwelcomed physical contact, exclusion from team activities)
- Compensation aspects (e.g., salary or bonus cuts)

If you experience retaliation as a result of your report, please do not hesitate to contact us either through the SpeakUp@Allianz tool or via the other channels as outlined above.

ENVIRONMENTAL RISKS