

From: [O'Brien, Shauna \(Allianz Partners\)](#)
To: [Clancy, Amelia](#)
Cc: [Angrisano, Julia](#); [Gallen, Ben](#); [Saunders, Denica \(Allianz Partners\)](#)
Subject: RE: Suspension of office attendance requirements
Date: Thursday, 26 March 2026 4:30:56 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.gif](#)
[image004.jpg](#)
[260323 Letter to Allianz Partners - Office attendance requirements.pdf](#)

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Internal

Hi Amelia

Thank you for your attached correspondence.

Allianz Partners recognises the ongoing financial pressures affecting workers, including increases in housing, transport, and other household costs. We understand the importance of flexibility and have continued to support a range of flexible working arrangements where operationally appropriate.

We provide generous flexibility, including a hybrid working approach which is designed to balance flexibility for employees with the needs of our customers, teams, and business operations and this is meeting our employee needs.

We note your request to suspend office attendance requirements and allow employees to self-determine attendance frequency. At this stage, Allianz Partners does not intend to introduce a blanket suspension of office attendance requirements. However, managers retain discretion to approve individual arrangements or changes where appropriate, taking into account role requirements, team needs, and individual circumstances.

We will continue to monitor external conditions and regularly review our workplace practices to ensure they remain fair, reasonable, and sustainable.

If a specific member is experiencing any challenges, can you please raise this with us so we can consider any specific flexibility support we may be able to provide them.

Regards
Shauna O'Brien

Shauna O'Brien
HR Country Lead, Australia & New Zealand





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