

Owner	Version	Date
Head of Culture & Engagement	1.0	April 2021

Inclusion for progress: AXA Group Inclusion and Diversity Policy

At AXA, inclusion and diversity are closely linked to our values, and to our culture of respect for employees, customers, and the communities around us. We always aim to create an environment where everyone feels they belong, are included and can thrive.

We're convinced that different ways of thinking and experiences will be key for our success in the long term. A diverse workforce helps us attract the most talented people, because they know they can flourish with us and realise their full potential. Diversity also helps us meet the needs of our customers across different markets – both globally and locally.

Inclusion and diversity also play a big part in our purpose: we act for human progress by protecting what matters. As one of the world's largest insurers, we want to lead by example. We do this by promoting the values of inclusion and equality throughout society. We support marginalised communities and emerging customers so that they can empower themselves, seize opportunities and be the change.

You can find out more about our inclusion and diversity work [here](#).

Everyone has a part to play in creating an inclusive culture.

Discrimination, non-inclusive behaviour and harassment have no place at AXA, and we don't tolerate it. We make sure all our employees have equal access to opportunities, and we pay them fairly – based on their role, capabilities and performance. If we find disparities in any of these areas, we work to fix them as quickly as possible.

We encourage employees at every level to be allies. We want all our people to actively promote and advance a culture of inclusion – through deliberate, positive and mindful efforts. We can make a big difference with everyday actions like using inclusive language, recognising and addressing unconscious biases, and challenging non-inclusive behaviour.

Our employees' opinions and experiences count. We're building a culture where all our employees can use their voice, knowing it will be welcomed, heard and respected. We are so committed to building an inclusive culture that we measure it. We want to know whether our employees feel included and whether they would recommend us as an inclusive place to work.

Our areas of focus

Our inclusion and diversity work is driven by a global team and brought to life within each AXA entity by Inclusion and Diversity leads. They each are inspired by the group strategy and their own local priorities to create more inclusive workplaces.

To monitor and measure our inclusion and diversity actions a global level, we've prioritised gender equality, LGBT+, disability, ethnicity, age and wellbeing. We expect these areas of focus to change over time, to reflect our achievements and to keep us progressing.

Gender Equality

We're promoting and hiring more women to senior positions, year by year, making our workforce more representative of women at all levels.

We champion equal pay around the globe and push to achieve pay equity in every country we operate in as well as revisit all our processes to align with our goal. We plan to accelerate our gender equality strategy from now until 2023 and to further close gaps in career advancement and pay.

LGBT+

We're proud of our lesbian, gay, bisexual and transgender plus employees. We use the term 'LGBT+' to represent the wide range of sexual orientations, gender identities and expressions that exist.

Around the world, being LGBT+ all too often means you're faced with discrimination and persecution. We stand in solidarity and support our employees - those who are out, as well as those that are not, and with help available for those who are transitioning. Because no one should be mistreated simply because of who they are or who they love.

Disability

Living with a disability – whether visible or invisible – is a part of everyday life for many of our employees.

We commit to being flexible and practical in helping our employees work with disabilities – adapting our workplaces, working styles and equipment whenever we can, in whatever way is most helpful.

We make sure all our employees have the skills and knowledge to be truly inclusive of all disabilities. And we work to reduce the stigmas associated with disabilities.

Ethnicity

Our global teams are made up of people from a huge range of different racial, ethnic, religious, social, national and cultural origins.

This diversity is a strength. It helps us to better understand our customers, each another and the wider world. So, we build platforms to encourage and support all our employees to share the perspectives our differing origins and life experiences give us, as openly as they wish to.

Age

Our workforce spans up to four generations. Each one bringing diverse values, needs and perspectives, and each one learning from the other.

We support the development of our employees throughout their AXA journey and we always seek out diverse talent, whatever the age. We believe that a mix of generations interacting with each other increases engagement and delivers the greatest performance.

Wellbeing

Ultimately, this is what matters most – our employees' physical, mental and social wellbeing.

We're all different, so achieving this sense of wellbeing is a very personal thing. Our aim is to give all our employees the power to make the choices that work best for them.

We have a broad support structure that includes mental health initiatives and our Smart Working vision – helping all our employees to find the right balance between office and remote working.

Alongside these characteristics comes everything else! Everyone deserves to feel valued and included at work so if your concern doesn't fall within any of the categories above, it doesn't mean you cannot raise it.

Please do and we can then consider how best we can resolve it. Ensuring everyone is treated with dignity and respect is also reflected in our Bullying and Harassment policy, Grievance and Conduct procedures. Any behaviour which does not support these policies will be treated seriously and may lead to disciplinary action.

What should I do if I witness/experience unfair treatment?

If you feel you have been treated unfairly, or you think someone else has, you can raise this in a number of ways. Talk to your manager or any manager you feel comfortable talking to, your Union or Vox Representative or contact ASK HR. No one will be discriminated against when making a complaint and all complaints will be investigated thoroughly and as quickly as possible. Any complaints not made in good faith will also be treated seriously.

More information on speaking up can be found under the Bullying and Harassment Policy.