



Diversity and Equal Opportunities

We want everyone who works for AXA to contribute as much as they can to its success. We are committed to ensuring that all our employees, former employees and applicants for employment are protected from unlawful discrimination. Everyone should be respected, treated fairly, listened to and involved regardless of race, colour, nationality, ethnic origin, religion or similar beliefs, disability, gender (including gender reassignment), marital status, sexual orientation, age, hours of work or membership of a trade union.

We should all respect one another and work together to achieve our businesses' aims and goals. As a responsible employer we will make sure the resources, talents and skills available throughout the community are reflected in our workforce.

What do we mean by diversity?

We are all different and have unique abilities and expectations. Diversity means recognising, understanding and valuing the differences that exist in our society. By valuing diversity, AXA will:

- attract the best people with the right skills and experience;
- develop and use the talents of our workforce effectively;
- improve motivation and performance;
- support employees to balance work and home responsibilities; and
- attract customers from across the community.

What do we mean by equal opportunities?

This means ensuring that everyone is treated fairly and there is no unlawful discrimination. AXA works to enable equal opportunities by:

- ensuring there is no unlawful discrimination at any stage of our recruitment process, in advertising, short listing, interviewing, assessing or selection for a role;
- equal access to training, promotion and career opportunities;
- carrying out equal pay audits to ensure everyone is being paid fairly;
- making reasonable adjustments for those who have disabilities, where appropriate;
- ensuring all managers and employees know what is expected of them and that any practices and behaviours within their control are not discriminatory; and by
- monitoring the effectiveness of our equal opportunities procedures.

Equal opportunities are the responsibility of us all and everyone, irrespective of their role, is expected to comply with this policy. Any acts of discrimination will be treated seriously and suitable disciplinary action will be taken, including the possibility of dismissal in appropriate circumstances.