

# Inclusion for Progress: AXA IM's global diversity & inclusion policy

At AXA IM, diversity and inclusion are closely linked to our values and to our culture of respect for employees, clients 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 varied 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 realize their full potential. Diversity also helps us meet the needs of our clients across different markets – both globally and locally.

Inclusion and diversity also play a big part in our purpose: we act for human progress by investing for what matters. As a responsible asset manager, we want to lead by example. We do this by actively investing for the long-term to help our clients, our people and the world to prosper. Importantly, that includes investing in our own people. Our commitment to shared value extends to our communities, supporting them to similarly grow and prosper.

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

Discrimination, non-inclusive behavior and harassment have no place at AXA IM. We expect every employee to show respect for their colleagues, clients and partners. We make sure all employees have equal access to opportunities and we have policies and procedures in place to pay them equitably – based on their role, skills, contribution or impact – and we do not discriminate on the basis of gender or other factors. Unjustified pay gaps are addressed, should they arise.

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 behavior.

Our employees' opinions and experiences count. We're building a culture where all our employees can use their voice, knowing it'll 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 diversity and inclusion effort is driven by our executive leadership teams. Our HR team, including the Diversity & Inclusion Manager, provide thought leadership and act as a centre of expertise, liaising with the entire businesses. They 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 at a global level, our priorities are: gender, LGBT+, disability, origins, age and mental health. We expect these areas of focus to change over time, to reflect our achievements and to keep

us progressing. We also understand the importance of the interconnected nature of personal characteristics. No one aspect of identity defines us. An employee may identify as being in multiple groups which informs their lived experience.

## **Gender**

We are accelerating our gender parity strategy. All Management Board members have set strategic priorities on inclusion with a clear focus on improving gender diversity, in particular in executive population, within their respective Business Units. Our standards and procedures (recruitment and promotions) are being strengthened so that we continue to progress going forward. We are also committed to keep our remuneration policy gender neutral.

We continue to use our position as a responsible investor to push for gender equality within our industry and more widely. We will continue to apply our gender diversity voting policy to challenge other companies on their actions on gender equality. Additionally, we will continue to be part of key industry initiatives, such as 30% Club, to help create a change within our industry.

## **LGBT+**

We want our lesbian, gay, bisexual and transgender plus employees to be themselves at work. We use the term 'LGBT+' to represent the wide range of sexual orientations, identities and expressions that exist. Around the world, being LGBT+ all too often means you're faced with discrimination and persecution, so we focus on education around these issues. We stand in solidarity and support our employees - those who are out, as well as those that are not - because we want to create and maintain workplaces that attract and retain LGBT+ talent.

## **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. Over time, we are enabling change so everyone can contribute to the best of their ability and access all opportunities. 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.

## **Origins**

Our global teams are made up of people from a huge range of different racial, ethnic, social, national and cultural origins. We encourage and support all our employees to share the perspectives that our differing origins and life experiences give us, as openly as they wish to. We are committed to focusing our efforts to ensure that our future leaders are more representative of society. This diversity is a strength and it helps us better understand our clients, each other and the wider world.

## **Multi-generations**

Our workforce spans up to four generations. Each one bringing diverse values, needs and perspectives, and each one learning from the other. We believe that a mix of generations interacting with each other increases engagement and delivers the greatest performance. We encourage initiatives that enable employees to share cross generational experience and expertise. We also support the development of our employees throughout their AXA IM journey and we always seek out diverse talent, whatever their age.

## **Mental health**

Statistically, 1 in 4 persons will experience a mental health problem in any given year. We are committed to be the most inclusive workplace and support our employees by working to remove mental health stigmas. We focus on protection, promotion, and provision of services. We deliver education programs designed to build mental health awareness and literacy at all levels. Through campaigns to destigmatise, we empower employees to take care of

their mental health and that of others. We are also committed to providing an employee assistance program in every entity to support employees when and wherever they need it.

**Other relevant AXA IM policies**

- Equal Opportunities policy
  - Harassment Standard
  - Remuneration policy
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