



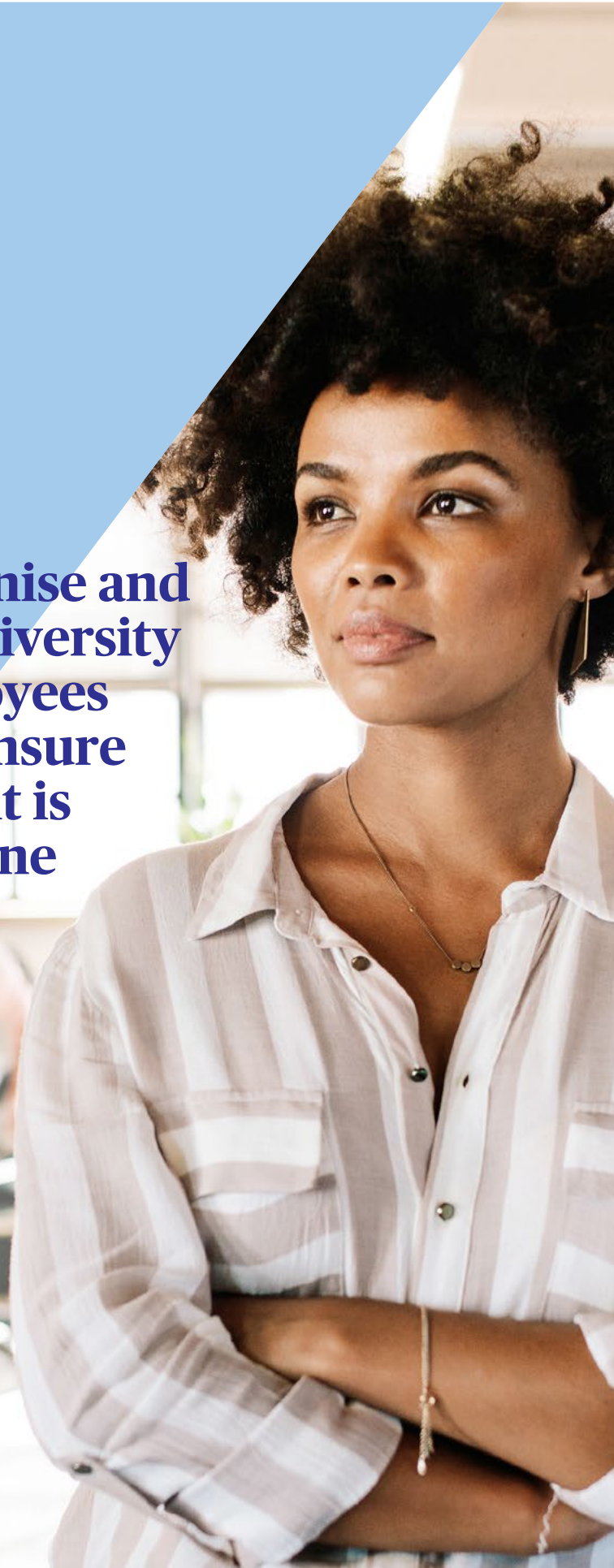
AXA Assistance UK

Our Gender Pay Gap Report 2017

At AXA we're absolutely committed to becoming a truly inclusive place to work, where everyone can reach their true potential. We believe that not only is this the right thing to do, but it is vital for the success of our business.

We recognise and value the diversity of our employees and strive to ensure our environment is one where everyone has the same access to development and opportunities.

Bob Ewers
CEO
AXA Partners
UK & Ireland



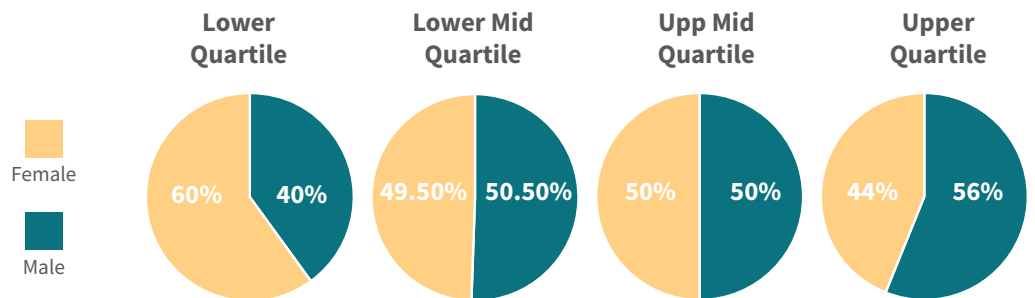
Our Gender Pay Gap

AXA Assistance UK’s gender pay gap is 1.92% (median) and 7.95% (mean) based on an hourly rate of pay as at 5 April 2017.

Our median pay gap is significantly below the national average of 18.1%ⁱ, which reflects our focus on ensuring our workplace is inclusive and diverse. We are committed to ensuring that we continue to reduce this gap.

Gender Pay and Bonus Gaps Difference between men and women across AXA Assistance UK		
Our	Median	Mean
Pay gap	1.92%	7.95%
Bonus gap ⁱⁱ	13.97%	17.03%

Our Pay Quartiles*



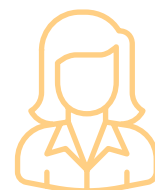
These charts show the gender split in AXA based on the lowest to highest paid populations, based on the same hourly rate of pay calculation (salary + bonus + allowances) / by hours worked).

*Each pay quartile contains 90 employees.

Proportion of men and women who received a bonus in the 12 months to 5 April 2017



99%



98%

What is driving our Gender Pay Gap?

It's not unequal pay that's driving our gap because we review all employees pay annually and regularly review our pay policies to ensure we offer equal pay for equal work, regardless of difference, gender or otherwise.

AXA Assistance UK's gender pay gap is driven by:

- more women than men working in lower-salaried roles, and
- more men than women in higher-salaried senior roles.

The pay quartile analysis shows clearly that there are fewer women (44%) than men (56%) in the highest paid group. This is the leading cause of AXA Assistance UK's gender pay gap

What are we doing to reduce our gender pay gap?

We want to see gender equality across AXA Assistance UK.

We continue to focus on our policies and procedures across the full employee life cycle to ensure that they remain inclusive and non biased. We are actively targeting unconscious bias to continue to ensure all our processes are fair.

We are proactive regarding the management of talent and high potential individuals.

Over recent years we have focused on development and succession planning and have seen strong progress. Our Senior Management Team has higher representation of females than males.

AXA UK entities

AXA is a complex global business and we report just those figures that are part of AXA Assistance UK.

There are other UK based AXA companies such as AXA UK plc, AXA Services Ltd and AXA PPP Healthcare Group Ltd which have reported on their own websites.

Declaration

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Bob Ewers

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AXA Partners
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¹<https://visual.ons.gov.uk/find-out-the-gender-pay-gap-for-your-job/>

²Bonus gap is based on bonuses paid in the 12 months prior to 5 April 2017.



Contact us on : axa-assistance.co.uk  twitter.com/AXAAssistanceUK

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