



AXA Assistance UK

# Our Gender Pay Gap Report 2019

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.

# Our Gender Pay Gap Report 2019

## CEO Comment

At AXA Partners UK we are committed to ensuring our environment is truly inclusive, with maximum opportunity for all. Our people look after our customers and are the drivers of our organisation’s success. We continue to work together to value diversity, encourage development and recognise people for their contribution.

## Our numbers

AXA Assistance UK’s gender pay gap is 2% (median) and 12% (mean) based on an hourly rate of pay as at 5th April 2019. Our median pay gap is significantly below the national average of 17.3%\*. This reflects our ongoing focus on ensuring we have an inclusive and diverse workplace. We continue to be committed to minimising any gender pay gap.

### Receiving bonus (%)



96%



97%

AXA Assistance UK	Median (mid-point)	Mean (average)
Pay Gap	2.10%	12.36%
Bonus Gap <sup>2</sup>	6.69%	31.58%

Entity	Receiving bonus (%)	
	Male	Female
AXA Assistance UK	96%	97%

## What’s driving our numbers?

The key driver of our pay gap continues to be the proportions of each gender at various levels in the organisation. We have more women in all quartiles apart from the most senior one, as shown below.

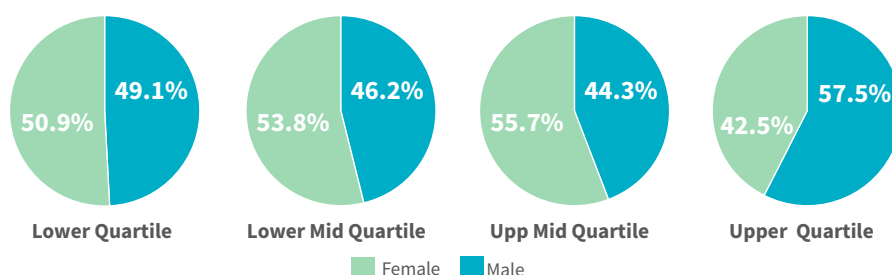
We also have more men in some professional families which attract a higher rate of pay, for example IT and Actuarial, but this has much less of an impact on the figures than gender distribution.

The overall impact of these factors can be seen in the quartiles analysis below, which shows more men in our higher paid roles and more women in our lower paid roles.

The gap in our bonus numbers is driven by having more men in our commercial team.

We recognise that reducing our gender pay gap is a long-term goal and we expect some continued volatility in the figures year-on-year.

### Proportion of males and females in each pay quartile



Pay quartiles show the split of men and women in each quarter of our workforce when ordered by remuneration received. Each quartile contains 106 employees.

<sup>1</sup> This is the ‘middle’ employee of the total sample.

<sup>2</sup> Bonus gap is based on bonuses paid in the 12 months prior to 5 April 2019.

\*<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>



**“We are proud that we are creating an environment where everyone can bring 100% of themselves to work”**

## What are we doing about our pay gap?

### Bringing in the best

We have focused on removing potential gender barriers in our recruitment process. We have also added a statement to our job adverts, which simply states, “open to flexible working”. We want applicants to know we will do our best to support their work life balance requirements. Our experience is that these kinds of initiatives open up our candidate pipeline to female applicants.

### Creating an inclusive environment

As well as supporting our culture of empowerment, we believe flexible working (for men and women) allows people to advance at AXA without compromising on the other aspects of their lives. We also know that this approach is a key enabler of progression for women and that uptake of flexible working options is much greater among women than men.

We are proud that we are creating an environment where everyone can bring 100% of themselves to work.

## 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 is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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