



# 2017 Report: Analysis of relevant Human Rights for AXA

By Group Corporate Responsibility



# Overview of relevant Human rights per activity & influence

# List of relevant labour rights for AXA

This table shows the outcomes of the analysis and presents the most relevant Human Rights for AXA with the focus on Labour Rights

HUMAN RIGHT	DEFINITION OF HUMAN RIGHT	RELEVANT BUSINESS*
<b>Right of equality before the law and to non-discrimination (of minorities)</b>	This right guarantees protection from discrimination on different grounds including race, color, sex, language, religion, political or other opinion, national or social origin, property, and birth or other status. This right recognizes the rights of members of ethnic, religious or linguistic minorities to enjoy their own culture, to practice their religion, and to speak their language. Discrimination means any distinction, exclusion or preference made on one or more of the grounds listed above that has the effect of reducing or removing altogether equality of opportunity or treatment for the victim.	Insurance Investment Employee relations
<b>Right to be free from all forms of forced or compulsory labor</b>	Forced or compulsory labor is prohibited. It is defined by the International Labour Organization (ILO) as 'all work or service which is exacted from any person under menace of any penalty and for which the said person has not offered himself voluntarily.	Insurance Investment Employee relations
<b>Right of protection for the child</b>	Children are recognized by this right as being in need of special protection as required by their status as minors. The duty to protect a child attaches to his or her family, community and the State. A child has the right to be registered and given a name immediately after being born, and the right to acquire a nationality.	Investment Insurance
<b>Rights to freedom of association, collective bargaining, join trade unions and right to strike</b>	The right to freedom of association sets forth that workers and employers can establish and join organizations of their own choosing without previous authorization. The right to collective bargaining stipulates that workers shall enjoy adequate protection against acts of anti-union discrimination.	Investment Employee relations Procurement
<b>Right to enjoy just and favourable conditions of work</b>	The right to enjoy just and favorable working conditions concerns the treatment of employees. Companies can have a significant impact on the enjoyment of the various rights in Article 7 of the ICESCR in their capacity as employers.	Investment Employee relations

\* The business activities mentioned in this column are the activities where adverse impacts on the respective right are most likely to occur based on our high-level assessment. This does not exclude that adverse impacts could also arise from other business activities.

# List of relevant labour rights for AXA

This table shows the outcomes of the analysis and presents the most relevant Human Rights for AXA with the focus on non-Labour Rights

HUMAN RIGHT	DEFINITION OF HUMAN RIGHT	RELEVANT BUSINESS*
<b>Rights to life, liberty and security of the person</b>	The right to life entails the right not to be deprived of life arbitrarily or unlawfully, and the right to have one's life protected. The rights to liberty and security of person prohibit unlawful or arbitrary detention of any kind.	Investment Employee relations
<b>Rights to health, social security (social insurance) and an adequate standard of living</b>	The right to health recognizes the highest attainable standard of physical and mental health. It includes universal access to appropriate medical services and medical attention in the event of sickness. The right to social security encompasses the right to access and maintain benefits without discrimination. The right to an adequate standard of living includes access to adequate food, clothing, housing and continuous improvement of living conditions.	Insurance Investments Employee relations
<b>Right to privacy</b>	This right protects people against arbitrary, unreasonable or unlawful interference with their privacy, family, home or correspondence, as well as attacks on their honor and reputation.	Insurance Employee relations
<b>Right to own property</b>	The right to property ensures that everyone is entitled to own property alone as well as in association with others. No one shall be arbitrarily deprived of his property.	Investment

*\* The business activities mentioned in this column are the activities where adverse impacts on the respective right are most likely to occur based on our high-level assessment. This does not exclude that adverse impacts could also arise from other business activities.*