

AXA GROUP HEALTH AND SAFETY POLICY

2014

redefining / standards



AXA is committed to provide and maintain a safe and healthy working environment for all employees.

Health and safety conditions at all of AXA's sites are compliant with local regulations. On top of these legal requirements, AXA has developed an "AXA Human Resources Standard" which includes a "Health and Safety" section. The AXA Standards are a set of detailed rules and policies which every local entity must adhere to and implement in order to ensure a consistent management of the Group, its risks and ethics. They apply to all Group entities that are managed or controlled by AXA Group, regardless of the activities undertaken by the entity or its ownership structure. Adherence to the Standards is expected to be promoted and monitored by all local Chief Executive Officers.

The "Health and Safety" section within the AXA Human Resources Standard require that all operational entities must nominate a member of the relevant Executive Committee or equivalent (at local and regional levels), as the person responsible for Health & Safety. This person must:

- Ensure that Health & Safety requirements are identified and documented, and that those related to local laws are adhered to. Special guidance and attention should be given to employees who work outside AXA premises, or are involved in physical work (e.g. logistics or maintenance).
- Consult employees and their representatives on Health & Safety issues at least once a year.
- Encourage employees to report Health & Safety related problems or issues to the company either by informing their manager, local H&S committee (or equivalent) or employee representative through formal communications at least once a year.
- Provide information and training to staff on Health & Safety and wellbeing issues (e.g. stress management techniques).
- Present a documented report to the local Executive Committee (or equivalent) and/or local Board of Directors at least annually identifying significant Health & Safety requirements, accidents occurring in the period, any weaknesses in procedures and controls over health and safety matters (and planned remedial actions), absenteeism trends, and all relevant training/awareness initiatives.

REPORTING

Any incident at work causing the death or serious injury of a member of staff must be reported as soon as is practicable to Group Human Resources. As a financial services company, the Group's health and safety risks are relatively minimal, as illustrated by our indicators in this field. Figures on health and safety aspects can be found in the [Group Social Data Report](#).