

Minutes of the Bureau of the European Group Works Council 17 October 2017

New Group governance. AHEAD project

Julie SCOTT presented the project and its impact on the organization of GIE, Global Lines and the EMEA-LATAM region.



For the record, Julie SCOTT has already intervened last May in the Bureau of EWC at the launch of the project and Thomas BUBERL in June during the last plenary of the EWC.

The two key words of the AHEAD project are simplicity and empowerment. Empowerment will depend on the degree of maturity of the entities.

The number of positions impacted by a change is 102 for the GIE, 46 for the "global lines" damage and life, in Paris, and between 40 to 60 for teams in the EMEA LATAM region in Madrid.

Management undertakes to respect the European Agreement on Anticipation of changes concluded at EWC level in 2011 by allowing each employee to find a place in the new organization or in others entities in the Group.

Regarding France, it should be noted that there are 300 vacancies, which allows for significant redeployment opportunities.

The mobilities will be made on a voluntary basis with appropriate training if needed.

The teams are informed at the end of the presentation in the representatives authorities that day. The consultation should last until January 2018

A point with Thomas BUBERL will be made during the plenary meeting of the EWC in November and a question and answer session will be devoted to it.

The EWC is pleased that the 2011 European Agreement on Anticipation of changes is the basis for the management of the file and notes with some relief that there will be no social plan.

AXA has been able to ensure, on other occasions, that employees are redeployed. For example, the anticipation of change agreement served as a basis for AXA assistance in 2013, with redeployments and the results showed that there was no "social breakage". It is to be hoped that this experience will also be win-win. EWC will follow the file.

Review of AXA Group Compliance and Ethics guide

Lionel JULLIEN announced that the Group is reviewing its ethics and compliance guide.



For the record, the first compliance guide was published in 2004 and updated in 2006 and 2011. The new Update must bring it in line with global business practices, simplify drafting and ensure deployment.

Among the new topics, the guide will address how employees should behave towards social media on the one hand, and Whistle Blowing on the other hand

The document has been validated by George STANSFIELD but has not yet been released.

It will be presented during the first half of 2018 and will be submitted to the employee representation authorities before any implementation.



Next meeting: Plenary on 22 November in Paris