

## Joint meeting of AXA EWC on May 10, 2018 in London

Participants : Hedi BEN SEDRINE, Patricia NUNEZ , Steve BLEASE , Chris LILLYWHITE, Annie BROWNLEE, Angela RAY, Clive SLOMAN

For its 2nd articulation meeting, the EWC went to London to exchange with a part of the delegation of British representatives on the issues raised by the Brexit and the impact for our colleagues within the EWC, to make a feedback on the news and works of the EWC and prepare the next plenary meeting in June in Madrid.



### EWC rules of procedure



Hedi Ben Sedrine, secretary of the AXA EWC, explains that the secretariat has defined the framework of a commission in charge of the drafting of rules of procedure as envisaged by the 2009 agreement of the EWC. This will make it possible to formalize rules of operation for the instance. Some samples of the articles, written in a first draft, were presented at this meeting, in order to explain the philosophy and the methodology.

Each of the representatives present commented on the different themes of the presentation. They will be asked to submit their changes to the secretariat to enrich these rules.

## **Roadmap:**

Hedi Ben Sedrine unfolds the secretariat's roadmap detailing the role and responsibilities of each member. 8 commissions have been defined and coordinators are in charge of the animation of these commissions. Their work will be regularly reported to the secretariat. Retro schedules will be built to measure progress.

## **Appointment in June of employee representatives on Axa's Board of Directors**

The secretary of the EWC explained the obligation to respond to the new French legislation, for which it will be imperative that the board of directors of the holding company AXA SA welcomes 2 representatives of the employees of the Group, themselves employees of the Group, 1 issue of the France Group Committee and a 1 from the EWC, respecting parity and diversity between countries. The nominations will have to take place in June and in particular during the EWC plenary for the one nominated by this instance.

Steve Blease wished to have some clarification on the duration of the mandate of these representatives and the consequences if the representative from the EWC left the Group before the end of his term. The EWC secretary will provide answers in a future meeting.

## **Training of titular and substitute of the EWC**

Patricia Nunez, coordinator of the training committee, reminds the terms of the agreement of the EWC which specify the obligation for the secretariat to elaborate a training course for the members of the EWC in the current mandate.

This training will be organized by November, before the plenary meeting. The topics on the agenda are being defined, but the declination of the structuring agreements of the body (agreement of the EWC, agreement on the anticipation of change, rules of procedure) will be one of the themes selected for this training.

## Brexit impacts:

The UK delegation, the second largest delegation of the EWC, is threatened in the short term to no longer be able to sit there, because of the impacts of Brexit that would see the United Kingdom leave the European Economic Area and which thereby would no longer meet one of the main criteria for accession to the EWC agreement. The release date is March 29, 2019. An agreement signed between the European Commission and the British Prime Minister delimits a transitional period until December 31, 2020. The secretary of the EWC will use all the levers at his disposal for the research of a solution for maintaining delegation within the body.



## Exchanges between participants

Discussions took place on the subject of sharing information from EWC meetings with local representatives, particularly on the dissemination of the confidentiality elements highlighted by the Management. Hedi Ben Sedrine encouraged the members of the secretariat to disseminate the minutes of the meetings and to communicate on the EWC website so that the Group's employees could benefit from the work of the body.

Regarding the questions that would be asked of the President at the next plenary, Steve Blease asked that at least one question per country be prepared before the meeting, to allow all representative a speaking time, in addition to spontaneous questions that will be posed after the presentation of the President.

