2023 Gender Pay Gap Report

"It is encouraging to see that we have reduced our UK median Gender Pay Gap for the fifth consecutive year, but we know that there is still work to be done to close the gap. We remain committed to promoting gender equality and recognise that achieving this goal will require continued proactive measures.

We are committed to fostering a culture where all individuals feel valued, included, and supported to thrive and belong. While closing the UK gender pay gap remains a priority, we are just as dedicated to taking the necessary steps towards building a better and more equitable future for all".

TARA FOLEY
Chief Executive Officer
AXA UK & Ireland

ALTHOUGH THIS REPORT ANALYSES AND SETS OUT WHAT WE ARE DOING TO CLOSE THE GENDER PAY GAP BETWEEN OUR FEMALE AND MALE COLLEAGUES, WE ARE IN TOTAL SUPPORT OF ALL, INCLUDING THOSE WHO IDENTIFY AS TRANS AND NON-BINARY

What does the gender pay gap show us?

The gender pay gap reflects the difference in average earnings between all males and females who work for the organisation, without considering roles and seniority.

As an employer AXA UK has a legal obligation to provide equal pay for equal work. Our pay gap is not a result of equal pay issues and we ensure that our policies and processes help us meet our legal obligation.

"We have continued year on year to focus on actions that will help us to increase the number of women at the top of the organisation, but our work doesn't stop there.

I am particularly proud this year of the launch of our fair pay at recruitment initiative which will help to drive pay fairness from the moment people start with us. We have also launched the AXA Carers Network which supports those with caring responsibilities, often women.

We also want to ensure AXA UK is a place where people love to work wherever they are in the organisation and whatever their life stage. That's why in 2023 we've become an accredited Menopause Friendly employer and the first UK insurer to receive Age-Aware Accreditation.

There is still work to be done and we remain committed in helping to create a more gender balanced Financial Services sector."

Suzanne Scott, Chief People and Corporate Responsibility Officer, AXA UK & Ireland

Our numbers

AXA UK's[1] gender pay gap – based on hourly rates of pay as of 5 April 2023 – indicates that the average woman working in AXA UK earns 17.8% (median), and 22.0% (mean) less than the average man. The median pay gap has improved by 0.5 percentage points since 2022, while the mean pay gap has increased by 0.8 percentage points. We don't pay people differently based on their gender.

	Median (mid-point)[2]	Mean (average)[3]
PAY GAP	**17.8%**	**22.0%**
BONUS PAY GAP[4]	**23.4%**	**46.9%**

	RECEIVING BONUS (%)	
	Male	Female
AXA UK (COMBINED)	**91.0%**	**92.1%**

[1] AXA UK in this report means AXA UK Plc, AXA Services Ltd, AXA PPP Healthcare Group Ltd. Other AXA entities within the UK also report their gender pay gap but are not part of the AXA UK Group and so do not form part of this report.

[2] The median gender pay gap is calculated based on the difference between the earnings of the employee at the midpoint of the total male sample when ranked from lowest to highest compared to the earnings of the employee in the middle of the total female sample.

[3] The mean gender pay gap is calculated by adding up the earnings of the total male sample and dividing it by the number of employees and comparing it to the same calculation of the female sample.

[4] Bonus pay gap is based on bonuses paid in the 12 months prior to 5 April 2023.

What's driving our numbers?

The key driver of our gender pay gap is a disproportionately high representation of women in the lower pay quartiles and disproportionately low representation of women in the upper pay quartile (i.e. more women in lower-paid roles and more men in higher-paid roles).

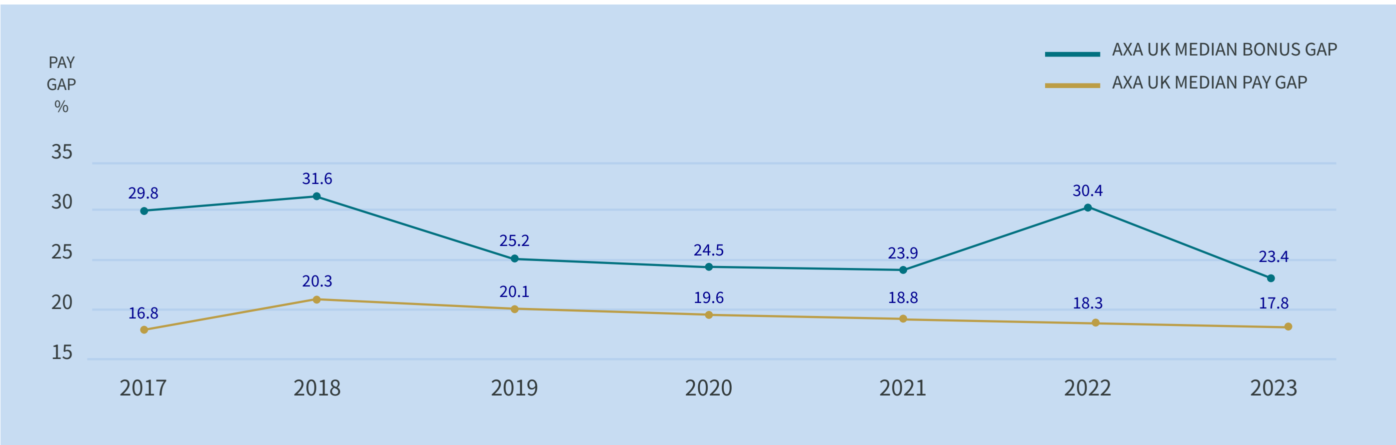
In addition, the gender distribution for roles based in London is 60% men/40% women, compared to a distribution of 43% men/57% women for roles based in the rest of the UK. As London-based roles continue to attract a salary premium, this will continue to have a small negative impact on our gender pay gap.

Gender distribution in AXA UK as of 5 April 2023

LEADERS & EXECUTIVES (859)		PROFESSIONALS (3,659)		ASSOCIATES (3,333)	
Male	Female	Male	Female	Male	Female
59.3%	40.7%	44.9%	55.1%	35.8%	64.2%

The graphic below indicates the changes in our median pay and median bonus gaps since the first report published in 2017. After an initial increase in the median pay gap from 2017 to 2018, this gap has declined steadily year-on-year since. The median bonus gap fluctuates more; however, it fell to its lowest ever reported level in 2023.

To reduce our gender pay gap towards zero we are seeking to make the representation of men and women proportionate throughout all levels of AXA UK. This long-term goal is supported by several initiatives and immediate interventions, as set out in more detail on pages 6 and 7.



How do the figures compare to last year?

Pay

Our **median pay gap** has again improved compared to the previous year. This can be attributed to small improvements in the balance of men and women through our pay quartiles. The table shown on page 8 shows the distribution of men and women throughout the four pay quartiles.

The slight increase in the **mean pay gap** is attributable to one-off exceptional payments to some employees, which happened to fall in April 2023. Without these, a small reduction in the mean pay gap would be expected.

	CHANGE IN GAP VS LAST YEAR	
PAY GAP	MEDIAN (MID-POINT) -0.5%	MEAN (AVERAGE) +0.8%

Bonus

The overall **median bonus pay gap** has improved after an increase in 2022. The trend is in line with the median pay gap movement which we would generally expect.

Our overall **mean bonus gap** increased year on year. This was due to one-off changes made to the AXA Performance Shares long-term incentive scheme in 2019 and 2020, meaning that three performance share vestings occurred in this reporting period: two in June 2022 and one in March 2023. This has led to a significant increase in the total bonus amounts for Performance Shares recipients compared to previous years, the vast majority of whom are at Executive and Senior Leader grade, and due to our gender balance at those levels were more likely to be men. All things being equal, this will not recur in future years.

	CHANGE IN GAP VS LAST YEAR	
BONUS GAP	MEDIAN (MID-POINT) -7.0%	MEAN (AVERAGE) +6.7%

Note: a negative figure signifies a narrowing of the gap.

What are we doing about our gender pay gap?

Inclusion & belonging remains a key priority for AXA UK and we have continued to make some great progress

2023 saw us

- Increase gender diversity in our senior roles, going from 41.4% in October 2022 to 42.4% in June 2023
- Onboard new Recruitment Partners resulting in a better gender mix for entry level roles
- Carry out a fair pay pilot, resulting in no longer asking candidates for their current salary, recognising that this can perpetuate lower salaries for underrepresented groups
- Continue our great work on menopause; we are accredited as a menopause friendly workplace. This was as a direct result of the menopause policy launch, the introduction of a support community, along with education opportunities. Furthering our commitment on this, we set up menopause meet ups in our offices which is allowing women to gain peer to peer support and our virtual menopause meet ups continue to be hugely popular with hundreds of employees joining from across the UK
- Establish a relationship with 55 Redefined and we became the first UK insurer to receive the Age-Aware inclusive accreditation
- Grow AXA UK's Balance Employee Network focused on gender equality, families and allyship by 53% in 2023. The network has successfully provided mentoring opportunities for 150 employees, promoted Women's health through our partnership with HeyGirls, and has been recognised for two industry awards as the "Gender Equality Network of the Year".

What are we doing about our gender pay gap?

Despite our work on inclusion & belonging, our gender pay gap remains higher than we would wish, and common to much of the UK Financial Services Industry, the speed of its closing is not as fast as we would like. If we wish to become a place where people love working and if our industry wants to attract the best talent, we must do more.

We know that the key strategy that will reduce our gender pay gap is to achieve gender balance across all levels of the organisation. As such, here are some of the actions we'll be taking over the next twelve months to reduce our gender pay gap even further, and to ensure pay fairness across our organisation more generally:

- With many women balancing caring and working responsibilities we will be introducing further support for caregivers and parents
- Continue to enhance our analytics capability to support fair pay decisions
- Continue to work with recruitment partners to increase gender diversity at all levels
- Continue to build on the level of diversity data disclosure to enable us to look at pay reporting with an intersectionality lens, which allows us to intervene with targeted action where necessary
- Work to understand all layers of our multi-generational workforce to ensure all employees can thrive no matter their stage of life.

To read more about our approach and progress on diversity and inclusion, head to our website.

AXA UK

AXA is a complex global business, and we report on a number of different companies that make up AXA UK as shown below. A positive headline figure signifies a gap in favour of men. Figures in brackets show change from 2022 (and, as noted before, a negative figure signifies a narrowing of the gap).

	PAY GAP		BONUS GAP		RECEIVING BONUS (%)	
ENTITY	MEDIAN	MEAN	MEDIAN	MEAN	MEN	WOMEN
AXA UK PLC[5]	**11.5% (-4.5pp[6])**	**12.2% (-7.6pp)**	**20.5% (-13.2pp)**	**38.8% (+4.6pp)**	**88.9% (+0.1pp)**	**92.5% (+0.7pp)**
AXA SERVICES LTD[7]	**17.8% (-0.3pp)**	**24.5% (+3.1pp)**	**16.6% (-12.2pp)**	**43.9% (+6.0pp)**	**91.1% (-0.8pp)**	**92.8% (-0.7pp)**
AXA PPP HEALTHCARE GROUP LTD[8]	**10.4% (-0.5pp)**	**15.6% (-0.6pp)**	**20.5% (-8.0pp)**	**41.9% (+0.9pp)**	**91.9% (-1.0pp)**	**91.5% (-2.5pp)**
AXA UK (COMBINED)	**17.8% (-0.5pp)**	**22.0% (+0.8pp)**	**23.4% (-7.0pp)**	**46.9% (+6.7pp)**	**91.0% (-0.9pp)**	**92.1% (-1.5pp)**

	GENDER DISTRIBUTION BY PAY QUARTILE							
	LOWER QUARTILE		LOWER MID QUARTILE		UPPER MID QUARTILE		UPPER QUARTILE	
ENTITY	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
AXA UK PLC	**43.3% (+4.9pp)**	**56.7% (-4.9pp)**	**56.0% (+7.2pp)**	**44.0% (-7.2pp)**	**57.3% (+1.7pp)**	**42.7% (-1.7pp)**	**60.8% (-2.8pp)**	**39.2% (+2.8pp)**
AXA SERVICES LTD	**35.9% (-1.6pp)**	**64.1% (+1.6pp)**	**38.6% (-0.6pp)**	**61.4% (+0.6pp)**	**48.0% (-2.8pp)**	**52.0% (+2.8pp)**	**58.7% (-3.2pp)**	**41.3% (+3.2p)**
AXA PPP HEALTHCARE GROUP LTD	**33.7% (-0.1pp)**	**66.3% (+0.1pp)**	**33.0% (-0.6pp)**	**67.0% (+0.6pp)**	**34.9% (+0.6pp)**	**65.1% (-0.6pp)**	**47.6% (-5.0pp)**	**52.4% (+5.0pp)**
AXA UK (COMBINED)	**34.6% (-1.2pp)**	**65.4% (+1.2pp)**	**36.8% (+0.4pp)**	**63.2% (-0.4pp)**	**44.0% (-1.6pp)**	**56.0% (+1.6pp)**	**57.8% (-1.7pp)**	**42.2% (+1.7pp)**

There are other UK-based AXA companies such as **AXA Global Healthcare (UK) Ltd, AXA Investment Managers Ltd, AXA Assistance Ltd, AXA PPP Taking Care Ltd** and **XL Catlin Services SE** which report elsewhere.

[5] Employs people in our business support teams and head office

[6] Percentage points

[7] Employs people primarily in our insurance business

[8] Employs people primarily in our healthcare business

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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