

AXA sign equality charter

AXA has become the first financial services company in the UK to sign up to Amicus' *Equality Charter for Women*. The pay gap within the finance sector is currently around 41%. The most recent audits within AXA Life and Insurance identify the gap in AXA to be around 30%. This is created mainly by the higher proportions of men in management positions. AXA Group HR Director Steve Offord signed the charter on 20th June, which had only been launched by the union on the 15th as part of a campaign to promote equal pay and end career discrimination for women.

CHARTER FOR EQUALITY FOR WOMEN WORKERS



Charter for Equal Pay and the End to
Career Discrimination for Women Workers



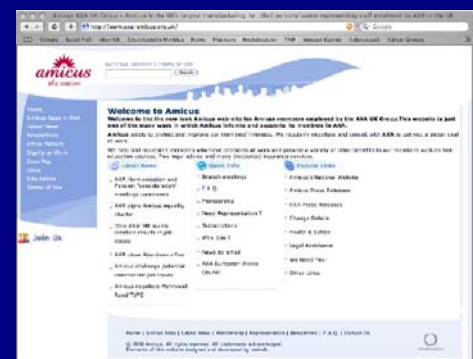
The charter commits **AXA** to work with **Amicus** to address the historical factors that contribute to gender inequality in the finance sector.

Specific commitments agreed to by **AXA** include:

- Establishing a working group to develop a programme of work designed to improve women's pay and opportunities. This group will include a cross-section of staff and union representatives.
- Carrying out regular equal pay audits in partnership with **Amicus**.
- Agree an action plan with union representatives to address all the issues highlighted in the audits.
- Communicate all initiatives and results with staff
- Identify areas of best practice to be shared within the finance sector to approve the baseline of best practice throughout the sector.

Union launches website...

Amicus has
created an
internet website
for its members in
AXA UK.



The site is one of the methods we are using to help keep members up to date with what is happening within AXA and what we are doing on their behalf.

It is THE place to go for the latest news, as well as find a host of resources including copies of all our newsletters, details of local union reps and an online facility to join Amicus. We've even created a mailing list so you can get the latest news sent via email direct to your desk or home PC (or both!)

The website address is www.axa-amicus.org.uk – go have a look!



Membership Form - GB

Please complete all questions if known in BLOCK CAPITALS with a black ball point pen, seal and post - no stamp needed.

About You

Surname

NI Number

Forenames

Male Female

Mr /Mrs /Ms /Miss /Dr /Rev'd

Date of Birth

Home Address

Home Tel

Mobile Tel

Email

Work Email

Postcode

About Your Job

Employer

Work Address

Postcode

Your Job

Industry

Department

Payroll No.

Do you work: 20 or more hours per week (full time rate) Less than 20 hours per week (part time rate) Are you self-employed

Are you an apprentice, student or on a full time training scheme YES NO NMC No.

Equal Opportunities

Amicus is committed to the promotion of equal opportunities for all and it is the Union's aim to provide services and support to members that is free of discrimination on the basis of race, gender, religion, sexual orientation or disability. **What ethnic group do you belong to?**

White British Indian Black Caribbean White & Black African
 Irish Pakistani Black African Other mixed
 Other White Bangladeshi Other Black Chinese or other ethnic group
 Other Asian Mixed Chinese
Do you regard yourself as someone with a disability? YES NO Other ethnic group

FOR UNION USE ONLY

Campaign code

Branch

Workplace No.

Group

Job code

May 04

Method of payment - please complete one

1 Authorisation of deduction of your trade union contributions from your pay (check-off)

Note: Not all employers operate check-off. I hereby authorise the amount indicated from my pay or such amounts as shall be notified to my employer on my behalf from time to time by Amicus. I also authorise the employer to inform Amicus of any change of address.

Amount to be deducted £ I am paid monthly weekly (please tick)

2 Instructions to your bank or building society to pay by Direct Debit



Name and full postal address of your Bank or Building Society

To: The Manager

Address

Postcode

Originator's Identification Number

9 7 1 4 6 7

Membership Number (office use)

Instruction to your Bank or Building Society

Please pay Amicus Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Amicus and, if so, details will be passed electronically to my Bank Building Society.

Signature(s)

Date

Banks and Building Societies may not accept Direct Debit Instructions for some types of account

I wish to pay: Annually Half yearly Quarterly Monthly My preferred payment date is

I wish to pay the sum of £ . Month commencing

3 Credit card

I wish to pay: Annually Half yearly Quarterly Monthly

I wish to pay by: VISA Mastercard/Access the sum of £

Card No.

Expiry Date

4 Cheque - Please make cheque payable to Amicus.

I wish to pay: Annually Half yearly Quarterly Monthly I enclose my cheque for £

Please read Data Protection notice overleaf

You have the right at any time to stop us using your details for third party marketing purposes. If you do not wish us to communicate with you or share your contact data for these purposes, please tick this box: Please note that this will preclude you from receiving our special offers or promotions.

I agree to abide by the Union's rules. I authorise the payments above.

Signature(s)

Date