



## AXA ban the bombs

**AXA has finally bowed to pressure from the EWC, customers and non-government organisations (including Amnesty International) and agreed to expand its policy on investments in non-ethical weapons, pulling out of investing in companies that produce cluster bombs.**

AXA had previously argued against de-investing from companies that produced cluster bombs, despite the fact that like land mines indiscriminately cause casualties amongst civilians. Unlike land mines which are covered by the *Ottawa Treaty*, there is currently no international treaty covering cluster bomb munitions and **AXA** was not prepared to extend its landmine policy to include cluster bombs for this very reason.

However following the campaigns and increasing pressure on the company, **AXA** has now agreed that investing in companies producing these weapons is not ethical and has now expanded its anti-personnel mines policy to include these weapons.



### Some mileage for Dutch...

The sale of AXA's Netherlands operation to SNS Reaal was completed on 5<sup>th</sup> September. Whilst AXA was unable to provide the Dutch staff with their AXA Miles shares, all staff were given an extra-ordinary payment of €1,000 as "a gesture of goodwill and thanks".

### Be brand confident...

**AXA** is undertaking a review of its brand and how it is perceived by customers and employees. The company want to use the **AXA** brand as part of "a stronger capacity to attract, motivate and retain employees".

Staff across Europe will have the opportunity to complete an online survey with their views in the forthcoming months.

### AXA Tech reorganisation planned...

Henri Vidalinc made a presentation to the EWC this month concerning a global reorganisation of **AXA Tech** as part of **Ambition 2012**. The plans are wide ranging and will see on consolidation, standardisation and automation of activities which management feel will lead to significant quality improvements and cost efficiencies.

The consolidation will see the UK and Irish strategic data centre based in Switzerland, although some mainframe work current outsourced to **IBM** will be insourced back to the **AXA Tech** UK. Management hope to manage the job impact through redeployment, natural attrition (3 to 4%), additional customer projects and reduction in the numbers of contractors.

Consultation with local unions and staff starts immediately.