

ENCOURAGE OUR EMPLOYEES TO VOLUNTEER AND GIVE BACK TO THE SOCIETY THEY LIVE IN

Company name : AXA ASSURANCES LUXEMBOURG

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

The Group AXA and thus also AXA Luxembourg encourages its employees to volunteer and motivates them to organize volunteering actions during and outside their working hours in which all employees can participate.

AXA Luxembourg supports its employees who are volunteering and thus dedicate a certain number of private time to CR (corporate responsibility) by offering them an additional half vacation day to be spent on a volunteering activity and authorizing them to spend a certain amount of their working hours on volunteering actions.

On top of this, AXA offers logistic and financial support and nominates a CR and DI coordinator who is responsible for the two teams: AXA Hearts in Action (AHIA) and the CR Team as well as Diversity & Inclusion. The coordinator's job description implies a certain number of missions for CR.

Context

As a responsible corporate citizen, AXA Group strives to play a positive role in society, by building a culture that promotes employee volunteering to support the communities in which we operate. We are also committed to sharing our business expertise by helping to build better understanding of the risks faced by individuals and society at large.

Today, more than 43,000 employees around the world volunteer with AXA Hearts in Action. Each of these volunteers chooses to donate his or her time and energy to work alongside local nonprofits. Their aim is to help people who suffer from exclusion due to social factors, a sickness or a disability, and they do so by promoting a culture of trust, engagement and solidarity both inside and outside the company.

Approach

AXA recognizes the importance of educating its employees and offering awareness to its clients regarding risk prevention. AXA promotes volunteering to support our community. AXA Luxembourg concentrates on actions with its official partner CARE Luxembourg and works closely together with official associations in Luxembourg such as Caritas, Red Cross, Médecins du Monde, Médecins sans Frontières, Maison du Diabète, Stëmm vun der Strooss, etc.

The CR and AHIA Teams meet once a month to discuss and organize actions.

Ideally, each department is represented in one of the teams and organizes at least one action a year.

Highlight for the CR Team is the CR Week, coordinated by AXA Group.

Objectives

Give back to society!

Impact

The employees gain immediate satisfaction when seeing the difference they can make while participating and/or organizing volunteering actions. Associations in Luxembourg benefit by the awareness and funds raised by AXA.

AXA employees are authorized to dedicate a certain amount of working hours to volunteering actions and often make contacts that help them volunteer also in their private life.

« To do »

- Set the vision and impact you want to have.
- Set the rules upfront: how many working hours is an employee allowed to spend on volunteering actions. What kind of actions
- Nominate a responsible to coordinate it all.
- Ensure a reporting and governance process.

« Not to do »

Don't do too much! Concentrate on a limited amount of topics (abled vs disabled or health or social inclusion, etc.) and define a region of impact (e.g. only associations in the country the company has its headquarters) and budget.