



**CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY**

Report Type: **Group**

Group / NAIC Code:

968

Group / Company Name: **AXA Group**

Our company / group enters into contracts to procure goods or services in California.

1. Does your company / group have a supplier diversity policy statement?

YES

A supplier diversity policy statement is any language that refers to the company's / group's policies in regards to supplier diversity, with the goal of procuring goods and services from diverse businesses

If yes, provide the supplier diversity policy statement below:

Our supplier diversity program is aligned with the company's core values and is committed to driving value for our diverse suppliers, our clients and our shared communities. Our goals are to: Promote supplier diversity through education and networking; Facilitate diverse supplier development; and Participate in supplier diversity organizations.

- Provide a list of all documents in which the statement can be found (i.e. website, co. / group report, board charter, etc.):

<https://us.axa.com/about-axa/supplier-diversity.html>

- If the state is available online, provide link here:

<https://us.axa.com/about-axa/supplier-diversity.html>

If no, but will be creating one within the next 12 months, provide a timeline for when your co. / group expects the policy statement to be completed and any other details available at this time (i.e. policy language, policy creation team, etc.):

If no, please explain why:

2. Does your company / group have a supplier diversity program?

YES

A supplier diversity program is any formal plan and / or structure that has been setup specifically for the company / group to implement its supplier diversity policy statements.

If yes, provide an overview of the program:

About Our Supplier Diversity ProgramThe AXA Equitable supplier diversity program was started in 2005 within the Corporate Sourcing and Procurement (CSP) department, with the goal of providing diverse businesses with more opportunities to participate in and partner with us in our business activities. Today, we track and report on the following diverse suppliers: Woman-Owned Business Enterprises (WBEs) Minority-Owned Business Enterprises (MBEs) Veteran-Owned Business Enterprises (VBEs) Disabled Veteran-Owned Business Enterprises (DVBES) Lesbian, Gay, Bi-Sexual and Transgender Business Enterprises (LGBTBEs) Through our second tier

supplier diversity program, we also seek to work with suppliers who demonstrate support of our efforts by extending opportunities to diverse suppliers to the best extent possible. We take a holistic view of the diversity of our suppliers, also taking into account their workforce diversity. We are proud to be active partners of the National Minority Supplier Development Council (NMSDC), the Women's Business Enterprise National Council (WBENC), New York Region of Women President's Educational Organization (WPEO), New York/New Jersey Minority Supplier Development Council (NY/NJ MSDC) and the National Gay & Lesbian Chamber of Commerce (NGLCC).

If no, but will be creating one within the next 12 months, provide a timeline for when your company / group expects the program to begin and any other details available at this time (i.e. program plan, program director, etc.):

If no, please explain why:

3. Does your company / group conduct outreach specifically to diverse businesses? **YES**

If yes, respond to parts a, b, c, d, and e below.

a. Share all company / group outreach and communication strategies and practices that are conducted specifically to diverse businesses. Specify what outreach is conducted specifically to California diverse businesses:

**Certified minority, women and disable veteran-owned business are encouraged to register, using the following web address, providing company, contact information and description of goods/services:
<http://axa.hiperosregistration.com/AXA> sponsors Employee Resource Groups (ERGs) as opportunities to increase employee engagement and support of the Diversity & Inclusion strategy. AXA BLACC (Building Leadership & Cultural Connections) is committed to exploring the diverse experiences of individuals of African descent. We seek to create opportunities for our colleagues, AXA Equitable and the community at large by fostering professional development, spreading cultural awareness and promoting financial literacy. AXA Pride is composed of lesbian, gay, bi-sexual and trans-gender employees and our allies. Our mission is to create and sustain an AXA presence in the LGBT community to drive business results, and to promote equality for all employees, inclusively. The WOW mission is to:- Inspire, empower and support women in the pursuit of their careers, and educate all employees to help women achieve their goals, - Connect with our local communities through philanthropic efforts aimed at girls and women, - Provide support to our business in successfully reaching female markets, and- Become a preferred employer for women in financial services.**

b. Share any outreach and communication strategies and practices about supplier diversity conducted internally to company / group employees:

**Certified minority, women and disable veteran-owned business are encouraged to register, using the following web address, providing company, contact information and description of goods/services:
<http://axa.hiperosregistration.com/AXA> Employee Resource Groups (ERGs), mentioned above, outreach and communication is committed to internal / external outreach strategies.**

c. Check below all outreach and communication practices in which your company / group engages:

EVENT – seminars, meet-and-greets, summits, etc.

- Host matchmaking
- Host supplier diversity events
- Internal Awards Program
- Participate in matchmaking
- Participate in supplier diversity events
- Sponsor matchmaking
- Sponsor supplier diversity events

Share the name of an event you attended / hosted that has best guided and / or influenced growth of your Supplier Diversity efforts:

MEDIA – advertising, announcements, interviews, webinars, etc.

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets
- Social media; please specify: _____
- Trade publications

Share the name of a media group or outlet that has best guided and / or influenced growth of your Supplier Diversity efforts:

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

- Member of a certification agency
- Member of ethnic chamber of commerce
- Member/affiliate of other organization, please specify:

Share the name of an organization that has best guided and / or influenced growth of your Supplier Diversity efforts:

WPEO, NGLCC, NY/NJ MSDC, WBENC, WPO

PROGRAMS – mentorship, training, locator, etc.

- Diverse supplier registration portal
- Manage and run a supplier diversity mentorship program (in-house)
- Participate in a supplier diversity mentorship program
- Subscriber to a supplier locator program (or 3rd party service that identifies diverse suppliers)
- Operate a website dedicated to a Supplier Diversity Program
<https://us.axa.com/about-axa/diversity-and-inclusion.html>
- Technical assistance / training program for diverse suppliers

Share the name of a program that has best guided and / or influenced growth of your Supplier Diversity efforts:

d. Explain how, and to what extent, these strategies and practices have been successful in establishing relationships with diverse businesses:

Please see above.

4. Does your co. / group require and/or encourage its primary suppliers to subcontract with diverse businesses? **YES**

If yes:

a. Do you track procurement spend with Tier 2 diverse suppliers? **YES**

b. Please explain:

We request from our top spend suppliers to report on tier 2 diverse spend.

5. Does your co. / group set internal targets or goals in regards to its supplier diversity statement and / or program? **YES**

If yes, please explain:

CPO has a performance goal to increase diverse supplier spend. In addition the business areas have a goal to increase supplier diversity spend in their business area.

6. Describe in detail any updates, progress, and / or best practices established by your company / group in the two years since the 2013 Insurer Supplier Diversity Survey was administered; include any awards or recognition received for Supplier Diversity work:

7. Additional Comments:

8. Points of contact for the company's / group's supplier diversity operations for diverse business enterprises:

PRIMARY CONTACT

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SECONDARY CONTACT

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GENERAL CONTACT

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LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
AXA Equitable Life Insurance Company	62944
AXA Equitable Life and Annuity Company	62880
MONY Life Insurance Company of America	78077
U.S. Financial Life Insurance Company	84530

