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European Works Council Mission 2013



The Hague, 2015



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EWC Role and mission

In view of the European Directive for European Works Councils.....

Aegon provides a platform for employee representatives and management to exchange information and views on European cross border issues.

This is achieved by maintaining a timely and pro-active sharing of information and constructive dialogue.

Who we are



Representation in EWC from 5 countries, with vacancies in 3 countries (Turkey and Ukraine not represented due to the fact they are not a member of the European union). Local councils to be connected to representation process

What we get up to



What we get up to



EWC Information flow ongoing, as per the Aegon agreement

9. INFORMATION AND CONSULTATION

9.1. General

Once a year, in a meeting, the EWC shall be informed and consulted about the development of the activities and prospects of the Community-Scale Undertaking. Information to EWC members shall be provided promptly and in writing as a matter of principle. A constructive dialogue shall be the preferred approach for any matters up for discussion.

9.2. Issues

The issues covered by information and consultation shall in particular include:

- the structure of AEGON;
- the financial and economic position of AEGON;
- the expected development of activities, production and sales;
- (dis)investments;
- restructuring operations;
- the state and development of the employment situation at AEGON;
- mass redundancy;
- mergers, joint ventures, relocation, cutbacks or closure of offices and other similar operations;
- introduction of new working or production methods;

EWC Information flow in special circumstances

9.3. Special circumstances

The Management Board shall inform the EWC or the Executive Committee of the EWC as soon as possible of all special circumstances and proposed decisions that have considerable consequences for the interests of the Staff Members of at least two group entities or companies of the Community-Scale Undertaking in different Member States. If so requested by the EWC or the Executive Committee, it shall meet with the Management Board or any other body at a more suitable level, which has independent power to take decisions on the items to be discussed. It may be decided by mutual agreement to restrict the extra meetings to the Executive Committee of the EWC and the EWC members from those countries that are affected by the measures to be discussed.

Information and consultation shall take place prior to definitive decision making. The EWC or the Executive Committee shall be given an opportunity to give advice on the proposed decisions within a reasonable term after the meeting.

Key objective 1 'Employee empowerment'

This applies to employee empowerment in every European country in which Aegon has a presence.

Topics are:

Benefits

Feedback (Survey)

Development

Talent management

Mobility

Employability

Etc.



Relevant information 'Employee empowerment'

Type	Timing	Owner	Status
Global People Survey - Europe	March	Global HR	Yes
HR update Europe <ul style="list-style-type: none"> - Numbers trend - Talent and mobility - Recruitment - Education - Diversity 	March and September	Global HR	No, but with new system in 2016
Complaints and Global Ethics Line report Europe	September	Global HR/Risk	No
Initiative: European Benefits proposal	March-September	EWC	Ongoing
Advice request: incentives	September	Global HR	Review

EWC European Benefits proposal 2015

Principles

1. Easy structure
2. Standard options, deviate only when needed
3. Preferred suppliers
4. Annual evaluation (with social partners where possible)
5. Best practice promotion

Employee engagement and recognition

1. Health boost program
2. Family engagement
3. Loyalty program incl. charitable activities
4. Aegon Awards program

Employee empowerment and employability

1. On boarding and Aegon anniversary celebration
2. Permanent education
3. Online feedback panel
4. Global People Survey
5. Employee representation
6. Diversity target planning and networks
7. Talent management and mobility
8. Ombudsperson
9. Flex pool, own business fund and part-time pension

Employee data and reporting

1. One performance management incl 360 online feedback
2. Benefit choice options

Finances

1. Salary
2. Employer pension in top 3 of market
3. Employee financial incentive
4. Own product discounts

Key objective 2: 'Sustainable company'

This applies to the company's financial, environmental and community governance, development and impact

Topics:

Strategy

Sustainability

Brand Report

NPS Report



Relevant information 'Strategy'

Type	Timing	Owner	Status
Strategy Aegon Europe <ul style="list-style-type: none">- Business development- Brand- Customer Experience- Sustainability	September meeting	CC Strategy	Yes
Advise on AAM IT outsourcing in two – and potentially more - markets	2015	AAM	Evaluation

Info supporting key objectives – Sustainable company

Type	Timing	Owner	Status
AGM presentation*	April	EB Office	Yes, as of 2014
Expansion in the EWC region	Always – in advance of any internal announcement	EB Office	No

- **More and pro-active dialogue with management**

Adhere to new agreement on EWC Role and position

- ▶ Agreement on type and timing of information based on legal framework
- ▶ Agreement on type and information based on key objectives
- ▶ Advise and feedback on business developments and investments

- **Communication about EWC and role, connecting with local representation**