



## Axis Bank partners with Tata AIG General Insurance Company Ltd. (Tata AIG), to offer Group Medicare products for its customers from the LGBTQIA+ Community

December 14, 2022:

- *#DiSeOpen: Embracing Diversity, Equity and Inclusion*
- *Same Sex Partners to be covered under the Group Medicare products of Tata AIG for sum insured of Rs. 15 lakhs, available at Rs. 1999\* inclusive of GST, exclusively for Axis Bank Customers*

Axis Bank, in line with its 'DiSeOpen' philosophy partners with Tata AIG, to offer Group Medicare products for its new customers from the LGBTQIA+ Community.

In 2021, the Bank announced its initiative 'ComeAsYouAre'; a Charter of policies and practices for employees and customers from the LGBTQIA+ community. It listed several initiatives that the Bank undertook to embrace diversity, equity and inclusion. It invited same sex partners to open joint savings accounts and/or term deposits, list each other as nominees and gave the option of adding the honorific Mx for customers of varied genders.

This tie up with Tata AIG is a continuation of Axis Bank's journey in walking the talk and implementing initiatives that embrace diversity, equity and inclusion within the organization and for its customers. With this offering, customers can secure the lives of their partners for medical exigencies regardless of their sexual orientation or marital status. Same Sex Partners can be covered under the Top Up option of their existing Group Medicare products for sum insured of Rs. 15 lakhs available at Rs. 1,999\* inclusive of GST, exclusively for Axis Bank Customers.

**Commenting on this initiative, Satheesh Krishnamurthy (he/him), EVP & Head - Private, Premium Banking & Third-Party Products, Axis Bank, said :** "The 'diversity & inclusion' agenda, which is part of the Bank's wider ESG aligned commitments, has been a strategic focus area. Our work internally focuses on creating equitable processes, products and policies that allow us to create space for everyone to thrive. In this effort, we are glad to have partnered with Tata AIG to offer our customers, a health insurance that covers same sex partners."

"The Bank has embarked on a journey to expand its inclusive banking offerings, and will roll out many more of such initiatives in a phased manner. We welcome our customers as partners in our journey. 'ComeAsYouAre' as we are 'DiSeOpen'", he added.

Commenting on this tie-up, **Parag Ved (he/him), President - Consumer Business, Tata AIG General Insurance Company Ltd., said :** "We at Tata AIG believe that access to good health insurance is a necessity and right for all humans irrespective of their sexual



orientation. Our step to extend medical insurance coverage to the LGBTQIA+ customers of Axis Bank will foster better engagement at the center of our business and help build a more welcoming environment for the community. With our belief in the power of diversity, equality, and inclusion, we are delighted to be associated with Axis Bank to insure a healthy future for the LGBTQIA+ community.”

Axis Bank is also celebrating 'ComeAsYouAre' Carnival with a host of offers for customers from the LGBTQIA+ community. The Carnival began on 13<sup>th</sup> December 2022 and will conclude on the 31<sup>st</sup> January 2023.

During this period, customers from the LGBTQIA+ community who open a Savings Account with Axis Bank, will get a Rs. 200 Grab Deals voucher redeemable at over 150+ Brands including Myntra, Shoppers Stop, Big Basket, Apollo Pharmacy, Book My Show and many more. Additionally, they will get a 3-month Amazon Prime subscription, if they choose to apply for a Forex card through Internet or Mobile banking and load a minimum of USD 2,500 or equivalent currency.

#### **Inclusive Banking Initiatives for Axis Bank Customers are:**

**Joint Savings Accounts and Term deposits:** Can open joint savings accounts and/or term deposits with their partners regardless of sex, gender, sexual orientation or marital status

**Listing a loved one as a Nominee:** Can list their partners as a nominee for their savings accounts and/or term deposits regardless of sex, gender, sexual orientation or marital status

**Insurance:** Same Sex Partners to be covered under the Group Medicare products of Tata AIG for sum insured of Rs. 15 lakhs, available at Rs. 1999\* inclusive of GST, exclusively for Axis Bank Customers

**Personalization:** Can personalize their debit card by choosing a pride flag in accordance with their Sex, Gender or Sexuality by visiting [www.axisbank.com/mydesign](http://www.axisbank.com/mydesign)

#### **Inclusive initiatives for Axis Bank employees are:**

**The Mediclaim policy:** Covers costs for gender affirmation surgeries including costs for psychiatric interventions



**Therapy:** Employees could also avail services of Axis Bank's queer affirmative counsellors from time to time

**Leave Policy:** It has been upgraded to be more inclusive. Maternity leave has been expanded as leave for birthing parents to include transgender men and other genders. Paternity leave is called leave for partner of birthing parents to include couples of all sexes and genders. The adoption leave is equal for all employees

**Dress Code Policy:** Employees can choose to dress in accordance with their self identified sex, gender or gender expression

**Anti Bias Trainings:** Employees go through regular **Pause For Bias** sessions that help create awareness on Sex, Gender and Sexuality

Besides the initiatives undertaken for employees and customers, Axis Bank aims to complete the triad by creating a more aware and inclusive business ecosystem with Axis VIBE (Varsity of Inclusive Business Enterprises). It aims at building a business ecosystem that fosters the spirit of inclusion for members of the LGBTQIA+ community and other under-represented groups.

Axis Bank has connected with over 10,000 college students through Axis Women In Motion, a student engagement program that aims to connect with diverse students, talking to them on the importance of being financially independent and about Diversity, Equity and Inclusion at large.

**Speaking about the sensitization of its employees, Rajkamal Vempati (she/her), President & Head – Human Resources, Axis Bank, said:** “At Axis Bank, we have put our focus on diversity, equity and inclusion that respects and recognizes the importance of distinctive life journeys and several identities that extend beyond the paradigms of gender. This for us, is as much about the invisible markers as it is about the visible ones. It is our belief that it fosters a culture of innovation and leverages the multiple talent pools that exist in a rich demography like ours.”

Further adding, “We take cognizance of the fact that biases against the LGBTQIA+ community exist in society at large. Our ‘Pause For Bias’ sessions address the basics of Sex, Sexuality and Gender taken by colleagues from the LGBTQIA+ community themselves and queer affirmative allies. Our external facing Axis VIBE and Axis Women In Motion aims at creating an enabling ecosystem for all our differences to thrive”



#ComeAsYouAre

# Protect your loved ones with pride

Health Insurance plan of Rs. 15 Lakhs from Tata AIG now **open** for yourself and your partner at just Rs. 1999\*

Age Agonistic Premium for 18 to 60 years

No sublimit or room rent capping

Aggregate deductibles of Rs. 2 lakhs



\*T&C Apply

\*(To avail of this policy, one of the two individuals would need to have an existing account with Axis Bank and based on the Good health declaration will be taken before policy issuance. These would be subject to the terms and conditions of Tata AIG.)



## Appendix:

## Initiatives under 'ComeAsYouAre'; a Charter of policies and practices

Group	Policy/ Practice	
Employees	Medicclaim policy	Employees can list their partner for Medicclaim benefits, regardless of sex, gender, sexuality or marital status
		The policy covers gender affirmation surgeries
	Therapy	Employees can avail of the services of Axis Bank's queer affirmative therapists
	Leave Policy	Maternity leave has been as Leave for birthing parents to include transgender men and other genders
		Paternity leave has been expanded as Leave for partner of birthing parent to include queer and live in relationships
		Adoption leave can be availed by all employees regardless of gender
		Employees can avail of leave for gender affirmation surgery
Dress Code Policy	Employees can choose to dress in accordance with their self identified sex, gender or gender expression	
Anti Bias Trainings	Employees go through regular Pause For Bias sessions that speak in detail about Sex, Gender and Sexuality	
Customers	Joint Savings Accounts and Term deposits	Customers can open a Joint Account with their partner regardless of sex, gender, sexual orientation or marital status for savings accounts and/or term deposits
	Listing your loved one as a Nominee	Customers can list their partner as a nominee for their savings accounts and/or term deposits regardless of sex, gender, sexual orientation or marital status
	Insurance	Same Sex Partners can be covered under the Group Medicare products of Tata AIG for sum insured of Rs. 15 lakhs, available at Rs. 1999* inclusive of GST exclusively for Axis Bank Customers
	Personalization	Customers could personalize their debit card by choosing a pride flag in accordance with their Sex, Gender or Sexuality by visiting <a href="http://www.axisbank.com/mydesign">www.axisbank.com/mydesign</a>
Business	Axis VIBE	Axis Varsity of Inclusive Business enterprises aims at building a business ecosystem that fosters the spirit of inclusion for members of the LGBTQIA+ community and other underrepresented groups
Students	Axis Women in Motion	Axis Women in Motion, our student engagement program aims at connecting with diverse students to speak to them about the importance of being independent as economic entities and about Diversity, Equity and Inclusion at large



**ComeAsYouAre Carnival: 13<sup>th</sup> December, 2022 to 31<sup>st</sup> January, 2023**

New LGBTQIA+ Customers (*limited period offer)	Grab Deals	Open an Axis Bank Savings Account and get a Rs. 200 Grab Deals voucher redeemable at over 150+ Brands including Myntra, Shoppers Stop, Big Basket, Apollo Pharmacy, Book My Show and many more
	Forex Card	Customers opening a Savings account during the carnival period and applying for a Forex card digitally through Internet or Mobile banking and loading a minimum of USD 2,500 or equivalent currency by 30 <sup>th</sup> June 2023 to get a 3-month Amazon prime subscription