Helping clients manage risk, including ESG risk, is at the core of what we do. We see significant opportunity to enhance our own impact and deliver innovative client solutions.

**Environmental**

Carbon neutral by 2030, driven by our Aon Business Services platform:
- Using lower-carbon vendors and moving to smaller, greener real estate
- Being thoughtful about work and travel through Smart Working to efficiently bring the full firm to clients
- 12% emissions reduction from our 2019 baseline

Climate solutions help clients assess risk and transition to resilient business models:
- Analytics and expertise including climate modeling and impact forecasting help clients quantify and modify risk
- Innovative risk transfer in catastrophe bonds, green captives, parametric insurance and intellectual property solutions to support green innovation

**Social**

Our Aon United strategy, which defines our culture, is considered when we hire, retain, develop, reward and support our people:
- Listen to frequent colleague feedback (or through surveys) and rapid action to assess and drive engagement
- Smart Working and Inclusive People Leadership strategies are designed to support our people
- Focus on workforce resilience and wellbeing, led by Chief Wellbeing Officer
- 2021 Colleague Engagement of 80%

Aon’s Health and Wealth Solutions enable clients to protect and grow their organizations and their people:
- Help mitigate rising healthcare costs and improve employee health and wellbeing
- Increase workforce resilience
- Provide a more secure future for their stakeholders

**Governance**

Risk mitigation and governance through firm-wide policies and processes:
- Board review of ESG within Enterprise Risk Management
- Executive ESG Committee drives strategy
- Strong cyber security, compliance and data privacy programs

Inclusive People Leadership is essential to Aon United culture:
- Board of Directors Inclusion & Diversity (I&D) sub-committee
- 20% of executive discretionary incentive compensation is based on I&D goals
- Global Inclusive Leadership Council embeds I&D strategy and actions at all local levels
- Gender diversity at every level with women representing: 45% of Aon Executive Committee, 42% of managers and 52% of new hires in 2021
- Diverse representation and talent attraction through programs like Apprenticeships and partnerships with historically Black colleges and universities

We help clients navigate change and complexity, with structure and processes that lead to better decisions:
- ESG risk assessment and advisory connects to applicable Aon solutions
- Tools like CyQu help quantify cyber risk and support risk management
- Expertise in optimizing D&O strategy and execution