

A group of approximately 12 Aon employees, diverse in age and ethnicity, are huddled together outdoors, smiling at the camera. They are wearing red t-shirts with the Aon logo. A trail of green confetti and small mathematical symbols like  $a^2$  and  $+$  extends from the bottom left towards the center. The background shows green foliage.

# Social Impact in the UK 2018

A review of Aon's Community and Diversity & Inclusion work in 2018



# Contents

Click on a section >>







# 1. Community Impact

*An important part of life at Aon is the work we do within our local communities*

## 2018 Community statistics

**£604,000** total amount raised for charity by colleagues

 **120** community champions



**£43,638**  
donated by Aon towards  
colleagues sponsored events



**1,196**  
colleagues volunteered  
on Empower Results Day  
for Communities



**6,660**  
hours given on Empower  
Results Day for Communities

**£110,205**  
raised through payroll giving



**£22,800**  
raised by colleagues from  
Loose Change



**£83,000**  
raised for the three  
Aon UK Charitable  
Foundation charities



**301** colleagues took part in volunteering  
and mentoring in local schools



**£233,357**  
raised by colleagues through  
sponsored activities

**2500**  
additional hours given by colleagues  
for one-off volunteering



# Aon UK Charitable Foundation

Every two years, colleagues are asked to nominate charities they would like Aon to support for a two year period.

In 2018, we worked with the three charities that were chosen at the end of 2017 by our colleagues across the UK.

These charities are:



<https://www.actionforchildren.org.uk/what-we-do/>



<https://www.alzheimers.org.uk/>



Suited & Booted

<https://www.suitedbootedcentre.org.uk/>



**Hundreds** of suits, shirts, shoes, ties and cufflinks were collected UK wide for Suited & Booted along with donations of money.



**£2,000** raised UK-wide for Action for Children at Christmas plus lots of toy donations



**£2,500** raised UK-wide by selling Green Ribbons and office collections in May for Alzheimer's Society

Plus **£271** for Alzheimer's Scotland!

# Volunteering & Mentoring

At Aon, we strongly believe that to create a better future we need to help, support and nurture the younger generation. Our mentoring and volunteering programme is focussed on preparing young people for the world of work and we engage with primary and secondary school pupils, college and university students. Not only does it help provide the mentee with one-to-one coaching but also gives colleagues the chance to develop different skills they can bring back into the workplace and share experiences with colleagues.

Aon encourages all colleagues to volunteer in their communities if they wish to do so. Aon offers opportunities to colleagues both in the Aon offices or outside at schools in local areas to:

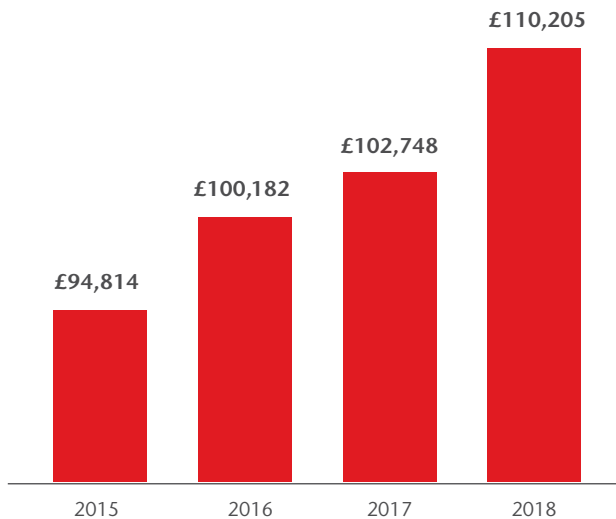
- Mentor 16-19-year-old students to develop their full employment potential
- Become a school governor
- Become a Local Advisory Board member
- Volunteer for one of the Aon UK Charitable Foundation charities
- Become an Art graduate mentor
- Help pupils aged 7 and 8 years old to develop their reading or number skills or how to play Chess



## Payroll Giving

Aon encourages colleagues to donate to charity from their monthly pay. In 2018, colleagues donated **£110,205** to different charities of their choice from their pay each month.

Payroll Giving

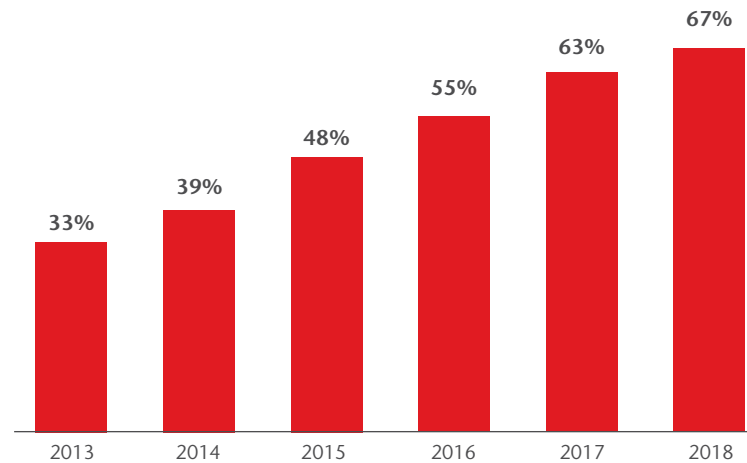


## Loose Change

Aon operates a Loose Change scheme that enables colleagues to donate the spare pennies from their payslips to support the work of the Aon UK Charitable Foundation. This costs no more than 99p per month and all proceeds are split equally between our three chosen charities.

In 2018, this raised a fantastic **£22,800**.

Loose Change



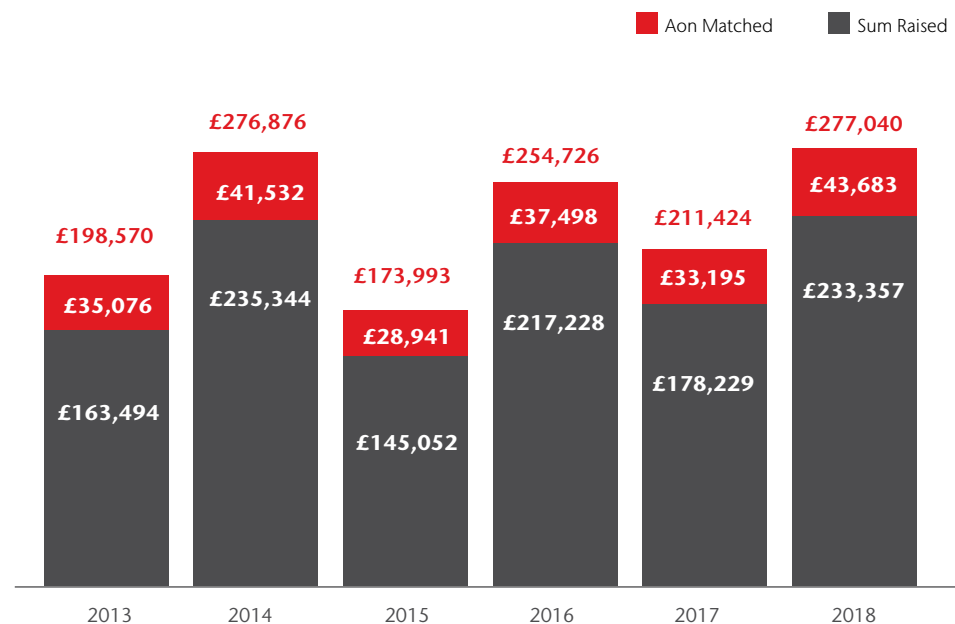
Over the past five years Aon's Loose Change scheme has doubled from 33% to 67% of colleagues contributing.

# Matched Funding

At Aon, our colleagues take on a lot of challenges and 2018 has been a great year! Most do them for very personal reasons; supporting causes who have supported them, their families or friends through tough times which inspires them to do their best.

Aon supports colleagues with their fundraising by matching 25% of what colleagues raise up to a limit of £500 per individual per year or £1,000 for a team challenge.

Our Matched Funding journey over the past five years



- ▶ In 2018, Aon colleagues from 16 offices took part in **120 different sponsored events** for **83 different charities** of their own choice.
- ▶ **A total of £233,357** was raised and Aon contributed a further **£43,683!**



# Empower Results Day for Communities

On a given day each year, Aon encourages everyone across the globe to take part in activities in their local community.

What did we do?

- Gardens, parks and ponds were dug, weeded and cleared in the rain and sunshine
- Hospices, schools, charities, churches, neighbours, animal shelters and food banks were helped in all sorts of ways
- We took part in workshops with school children and charities
- We baked, sold and ate hundreds of cakes up and down the UK!
- Town centres and countryside areas were tidied of litter
- Colleagues volunteers for local sports clubs, horse racing charity days and athletic events

▶ *In 2018, an incredible  
**1196 colleagues**  
dedicated **6660 hours**  
working on **81 projects**  
across the UK.*



# Aon Community Art Awards

In 2015, as Aon moved into its new global headquarters in London, the Leadenhall Building, the Aon Community Art Awards programme was born, bringing together our focus on community and talent development.

The programme supports young artists graduating from three UK art schools – Glasgow School of Art; Leeds Art University; and Manchester School of Art – helping them to transition from student life to the commercial art world.



The programme provides workshops and mentoring for the artists for a period of one year, while their art is exhibited in Aon's client suite, for clients, colleagues and around 400 visitors a day to see. Aon colleagues mentor the artists assisting them with whatever they need help on.

At the end of the 12-month period, the artwork was sold via an online and live auction. The auction raised around £16,000 with all proceeds going back to the artists.



All selected artists receive a cash amount for agreeing to loan their art to Aon for the programme, and two cash prizes are awarded on the evening of the auction: a £5,000 prize to the artist selected by an external panel of judges as the most promising, and a £2,000 prize for Aon employees' favourite piece of work.

Many Aon colleagues volunteer as mentors to the artists during the year that their art is showcased in our client suite.



# Community Champions

Aon has offices all over the UK. In almost every location we have dedicated Community Champions who spread the word about our community work. They encourage colleagues to get involved in various events in their location and do a wonderful job. At the end of 2018, we had 120 champions.

As well as supporting the Aon UK Charitable Foundation, our champions also support national events along with smaller local charities and community groups, driving a close connection with their communities.

Here are some of their ideas:



# Early Careers and Social Responsibility

Each year at Aon we recruit young talented individuals to join us through our Early Careers programmes for graduates and apprentices. We also welcome interns in the summer months.

All three groups take part in a project to help drive social impact. This could be either a community, Diversity & Inclusion, sustainability or environmental project.

Some of the projects are linked to UK charities. Our colleagues are split into teams with others from offices across the UK and are introduced to a charity to work with for a set period of time. Working closely with a representative of the charity, they work on ideas to best help the cause, be it fundraising or a legacy project for the future.

The projects raised over £7000 for different charities in 2018 but others benefited from many different ideas that they can use in the future long after the Aon colleagues have finished working with them.







## 2. Diversity & Inclusion (D&I) at Aon

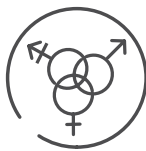
# Aon's inclusion strategy

Aon is committed to creating a winning and inclusive culture where everyone has an opportunity to thrive. We have an inclusion strategy and deliver on all aspects of this strategy to ensure we drive an inclusive culture where colleagues can be their authentic selves at work.

To help deliver the strategy, Aon has seven Business Resource groups set up by Aon colleagues who work together to help create and maintain an inclusive environment for all its colleagues:



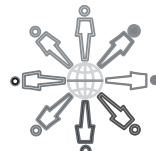
**Linking  
Generations**



**Aon Pride  
Alliance**



**Mental Health  
Network**



**Multicultural  
Network**



**Parent &  
Carers group**



**GenderIQ**



**Workability – the  
Disability network**



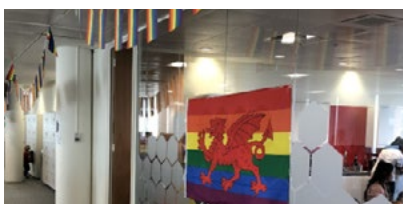


# 2018 Highlights

- Launched a transitioning at work policy
- Included Gender Dysphoria Cover in our Private Health Scheme
- Enhanced Maternity & Adoption Pay by 66%
- Introduced inclusive recruitment and unconscious bias training programmes
- Launched sponsorship programme for high potential female colleagues
- Trained over 100 Mental Health First Aiders across the UK
- Mental Health Training programme for people managers
- Mindfulness awareness sessions for all colleagues
- Rolled out 'Step Up' traineeship programme to address social mobility
- Insight Week delivered to BAME young people to join Aon's early careers programs

# 2018 Business Resource Group Highlights

## Aon Pride Alliance



2018 was the first year Aon took part in Pride London under its own name (previously we walked as part of the LGBT Insurance Network). Around 25 colleagues, mostly new faces, took part in the parade and sported Aon Pride T-shirts.

The event not only fostered a bond between colleagues who got involved but also helped promote Aon as a diverse employer to the wider community as we handed out Aon-branded t-shirts and Aon-sponsored rainbow laces. Colleagues took part in similar Pride events in Leeds and Cardiff.

## GenderIQ



On International Men's Day, The Women's International Network changed its name to GenderIQ. The group recognised that the awareness of gender imbalance had been achieved and the next step was to help impact real change across Aon in the UK.

The network needed to educate and inspire all colleagues, regardless of gender, about how they could help influence this change and the benefits of doing so. To celebrate International Men's Day and increase awareness, they held three events: a mindfulness breakfast, a lunchtime talk for Prostate Cancer and an evening event debating 'What makes a positive male role model?'. The day was a great success in raising awareness of gender balance.

## The Multicultural Network



Throughout 2018, The Multicultural Network focused on opening up conversations around creating cultural inclusion at Aon.

Their flagship event hosted alongside Aon's GenderIQ Network and AIG featured an esteemed panel, including MP, David Lammy and Lord Finkelstein, Associate Editor of the Times.

Thought-provoking discussion highlighted the need to have challenging conversations to create a more culturally competent workplace. Colleagues enhanced their understanding and ability to interact with people from different backgrounds and beliefs to work together successfully.



# Recognising our colleagues wonderful work

At Aon, many of our colleagues go that extra mile to support their local communities and colleagues in many ways. These are the people who organise or take part in all of the voluntary work we have highlighted in this document.

Every year we are proud to recognise these achievements. In March, colleagues from all over the UK came together for the annual Diversity & Inclusion and Community Awards ceremony in London. The awards celebrated the wonderful achievements of colleagues demonstrating the passion, hard work and commitment of so many individuals who give up their time to get involved. We receive many nominations in different categories and it is down to our colleagues to vote for the winners. Everyone who is nominated is a winner in our eyes but those who get the highest number of votes receive a cheque for a charity of their choice for £250 and a trophy.

Here are the categories and our winners:

## **Business Resource Group of 2018**

Aon Pride Alliance

## **Community Champion of 2018**

Kim Harding – Chelmsford Office

## **Community Project of 2018**

St Mary's Food Bank – Manchester

## **Inclusion Champion of 2018**

Laura Jenkins – Chelmsford Office

## **Volunteer of the year 2018**

Rita Ladwa & Neleam Solanki – Birmingham Office

## **D&I Innovation Award 2018**

Mental Health First Aiders

## **Mentor of the Year 2018**

Naomi Cresswell – Redhill Office

## **D&I Rising Star Award of 2018**

Pip Richardson – Leeds Office

## **Special Recognition Award**

Habitat for Humanity trip to Guatemala

## **Highest Fundraising Office 2018**

Cardiff Office

## **Highest Fundraising Individual 2018**

Guy Malyon – London Office



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## About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

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