

## Modern Slavery Act 2015

### Statement

#### Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It describes Aon's present and ongoing commitment to prevent modern slavery and human trafficking from taking place in Aon supply chains and business. It covers the period for the financial year ending 31 December 2018.

The statement applies to the entities listed in Appendix 1 which are wholly controlled subsidiaries of Aon plc and are the main Aon operating companies in the UK.

#### 1. Background

- 1.1. Aon is a leading global professional services firm providing a broad range of risk, retirement and health solutions. 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.
- 1.2. Although Aon procures goods and services from a wide range of suppliers, the business sectors in which Aon operates have continued to remain low risk for slavery and human trafficking.

#### 2. Steps Aon has taken in the financial year to 31 December 2018 to ensure that slavery and human trafficking is not taking place within Aon business or supply chains

- 2.1. Implemented policies and procedures;
  - 2.1.1. Aon remains committed to maintaining a culture of integrity, transparency and accountability and to ensure compliance with all applicable laws in relation to its business and supply chain. Aon expects the same commitment from its suppliers, agents and joint ventures and in relation to their businesses and supply chains.
  - 2.1.2. Aon continues to take a zero-tolerance approach to slavery and human trafficking in its supply chains and business.
  - 2.1.3. Suppliers contracted to Aon continue to be required to comply with all slavery and human trafficking legislation.
  - 2.1.4. A prospective supplier of goods and services to Aon that fails to confirm during a procurement process that it is compliant with all slavery and human trafficking legislation will, without satisfactory explanation, be disqualified from further participation in that procurement process.

- 2.1.5. If Aon suspects or becomes aware that an existing supplier is in breach of slavery and human trafficking legislation, Aon will investigate and (if appropriate) report the matter to the relevant authorities. Further, Aon will review its relationship with the supplier in question which may result in termination of that supplier contract.

**3. Relevant due diligence processes**

- 3.1. Aon procurement processes continue to apply appropriate internal controls as part of its supplier on-boarding process and carrying out a risk assessment based on the nature of the products and/or services being procured.

**4. Effectiveness in ensuring slavery and human trafficking is not taking place in Aon business or supply chains**

- 4.1. Procurement of goods and services by the entities listed in Appendix 1 is centrally managed thus ensuring a consistent approach to minimising the risk of slavery and human trafficking.

**5. Slavery and human trafficking related training and capacity building**

- 5.1. As part of Aon's initiative to identify and mitigate risks related to potentially unethical or illegal business practices including slavery and human trafficking risks, the organisation has put systems in place including a dedicated ethics helpline to encourage Aon personnel and third parties to confidentially raise and report any concerns.

Adopted by the Aon UK Limited Board of Directors on 17<sup>th</sup> September 2019

**Appendix 1**

**Aon Assessment (UK) Limited**  
**Aon Consulting Limited**  
**Aon Global Operations plc**  
**Aon Hewitt Limited**  
**Aon UK Limited**  
**Hewitt Risk Management Services Limited**  
**Mclagan (Aon) Limited**  
**Gotham Digital Science Limited**  
**Stroz Friedberg Limited**