

Aon Australia Modern Slavery Statement 2023/24



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Aon acknowledges that companies have an impact on human rights, and we do not tolerate modern slavery or human trafficking in our organisation or supply chain. We are united in these values, standards and principles which transcend our geographic locations and job functions.

This statement is made pursuant to the criteria outlined in section 16 of the *Modern Slavery Act 2018* (Cth) (**MSA**) and is aligned to the Aon U.K. Modern Slavery Act 2015 Statement. It describes our present and ongoing commitment to minimise the risk of modern slavery and human trafficking occurring within our supply chains and business. It covers the period for the financial year ending 30 June 2024.





Reporting Entities

The statement covers the entities listed in Appendix 1, which are wholly controlled subsidiaries of Aon plc and are the main operating entities in Australia (“Aon”, “we,” “us” or “our”).

Aon’s structure, operations and supply chains

We form part of a leading global professional services firm [Aon plc](#) (NYSE: AON) which exists to shape decisions for the better — to protect and enrich the lives of people around the world. Through actionable analytic insight, globally integrated Risk Capital and Human Capital expertise, and locally relevant solutions, our colleagues provide clients in over 120 countries with the clarity and confidence to make better risk and people decisions that help protect and grow their businesses.

Our financial services businesses operate in Australia through over 40 branches located in all states and territories and our key business entities and activities include:

- **Aon Risk Services (Insurance broking):** Aon Risk Services and their authorised representatives provide insurance broking services, consulting and advice on how corporate, commercial, government, small business and consumers can mitigate their exposure to risks.
- **Aon Reinsurance (Reinsurance):** provide reinsurance advice to insurance companies on how best to protect their balance sheet by transferring risk for catastrophic events.
- **One Underwriting (wholesale broker/managing general agent):** acting as a Managing General Agent of a number of global insurance carriers to transact insurance business under a delegated authority, providing industry specific and product specific solutions.

Our key supply chain relationships include suppliers both locally and globally from the following service sectors:

- Information, Communications and Technology
- Financial and Professional Services
- Property Services/Facilities
- Corporate Travel and Entertainment
- Human Resources
- Marketing, Advertising and Printing Services
- Office Support and Administration

We are committed to maintaining a culture of integrity, transparency and accountability and to ensure compliance with all applicable laws in relation to our business and supply chain. We expect the same commitment from our suppliers, agents and joint venture partners in relation to their respective businesses and supply chains.

Risk of Modern Slavery at Aon

We have assessed our operational environment and business structures in Australia and do not consider that we operate in sectors that are considered high risk in relation to modern slavery and human trafficking.

As a professional services firm, we do not procure goods and services from sectors typically considered to contain high modern slavery risks. In particular, we do not have intricate supply chains or multiple levels of contracting.

Aon completed a risk assessment on our direct supply chain, which identified that Aon’s supply chain, when looked at holistically, does not contain a high level of risk associated with modern slavery.

Furthermore, we are committed to ensuring that we conduct appropriate due diligence and risk assessments on third parties and suppliers prior to engagement and on an ongoing basis.

Steps undertaken by Aon to mitigate modern slavery risk

Implemented Codes of Conduct and Policies

The following section describes the ongoing steps we have undertaken to mitigate modern slavery and human trafficking risks within our organisation and supply chains through our codes, policies, processes and procedures.

Code of Business Conduct

Aon takes a zero-tolerance approach to slavery and human trafficking in our supply chains and business. This position is reflected in our [Code of Business Conduct](#) which sets the minimum standard of conduct required from all Aon employees, including contractors. The Code of Business Conduct promotes a culture of transparency, honesty and fairness and is aligned to our supplier code of conduct which is incorporated in all Aon supplier contracts. All Aon colleagues are required to read the Code of Business Conduct and attest annually that they have read and understood the requirements under the Code of Business Conduct.

Supplier Code of Conduct

Suppliers contracting with Aon are required to comply with all anti-slavery laws. At the beginning or renewal of a relationship, all suppliers are required to acknowledge our Supplier Code of Conduct, which requires that they do not engage in any form of modern slavery, breach any anti-slavery laws or engage in any conduct that would constitute any offence under any applicable Australian law.

Our Supplier Code of Conduct requires that our suppliers must have in place at all times:

- appropriate policies and procedures designed to ensure compliance with modern slavery laws;
- enforceable agreements with each of its suppliers (and subcontractors) which include compliance with applicable laws, including modern slavery; and
- promptly notify Aon in writing if it becomes aware of any breach or suspected breach committed by either itself or its subcontractors within ten business days wherever practicable.

A supplier that fails to confirm or acknowledge these terms and conditions or fails to agree to implement any of the requirements may be disqualified from further participation in our procurement process.

If Aon suspects or becomes aware that an existing supplier is in breach of slavery or 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.

Whistleblowing Policy

Our [Whistleblowing policy](#) and procedures encourages staff and suppliers to report any concerns including modern slavery and any other human rights violations.

All Aon colleagues are expected to raise any concerns they may have about modern slavery and/or human trafficking within our business and/or supply chains and senior managers are accountable for acting on any such concerns in accordance with our policy. Colleagues and external parties may raise concerns on a confidential basis at any time through the [Aon Ethics Helpline](#).

The ethics helpline is operated by an independent third-party provider, which helps ensure the confidentiality and anonymity of calls.

Training is provided bi-annually on the Whistleblowing Policy.

Procurement Policy

Our Procurement Policy sets out the minimum requirements in respect of any procurement, selection and on-boarding of new suppliers. The policy commits Aon to ensure that all purchasing and contracting activities are:

- Legal
- Auditable
- Compliant with health and safety regulations and ISO 45001 standards
- Ethically, environmentally and socially responsible
- Economically effective
- Subject to an appropriate level of risk management
- Open to continuous improvement and development
- In adherence with Aon's Code of Business Conduct

Furthermore, our internal procurement team receive regular training, including modern slavery training, to ensure that the procurement of all goods and services by Aon is consistent with the principles above and is conducted in an honest, competitive, fair and transparent manner.

Implemented Processes and Procedures

Supplier due diligence

During FY23/24, new suppliers that were onboarded and existing suppliers that were renewed, where the estimated spend was over \$10,000, were required to complete a modern slavery due diligence questionnaire.

Weightings were allocated to each question to determine if the supplier scored a 'Pass', 'Fail', or 'Needs Remediation'. A 'No' response to certain questions scored an automatic 'Fail'.

In FY24/25, Aon will continue to perform modern slavery due diligence on new suppliers and suppliers renewing in that period where the spend is above \$10,000.

In addition, Aon will issue modern slavery due diligence questionnaires to existing suppliers (that have not been through a due diligence process) where the spend is above \$10,000.

Remediation processes

We recognise that the intent of the MSA is for reporting entities and suppliers to work together to reduce their modern slavery risks. Therefore, where it is identified that a supplier has failed to comply with our Policies, Codes of Conduct or other requirements, or the due diligence questionnaire produces a 'Fail' or 'Needs Remediation' assessment we will work with the supplier to remediate any issues through a corrective action plan.

We engage our suppliers in an open discussion on the findings, exploring root causes, and we support them in developing actions on areas requiring improvement. In addition, we work with our suppliers to review their progress in implementing remediation activities and to provide further guidance, as appropriate.

Ongoing certifications

We may also require specific information from suppliers from time to time to confirm compliance and provide certifications, where appropriate, that materials used in goods, whether acquired directly or indirectly, are from a source that does not use forced or involuntary labour and is not involved in human trafficking.

Ongoing Training and Capacity Building

Aon is committed to training all supplier facing employees on an ongoing annual basis to ensure they are aware and understand labour rights and modern slavery requirements.

Our modern slavery training programme is mandatory for all teams who are involved in, and responsible for the formal engagement of suppliers. This training is designed to assist staff to understand what modern slavery is, how to identify instances of modern slavery and understand their obligation to raise any concerns about slavery and/or human trafficking within the business and/or supply chain.

Assessing effectiveness of modern slavery risk controls

We monitor the effectiveness of actions to address modern slavery risks through various processes, including regular review of internal policies and procedures, monitoring the completion of attestations made, training undertaken by staff and following up on any identified supplier remediation plans. Internal monitoring covers our governance, procurement, human resources (including training) and incident management processes. Further, where a supplier is implementing a remediation plan, upon completion Aon may conduct an audit to confirm satisfactory completion of the remediation plan.

We view assessments and audits as integral parts of our overall supplier management process.

Consultation process with any entities that Aon owns or controls

We have prepared this Statement on a consolidated basis specifically for Aon in Australia. Our consultation process involved our central Procurement, Legal and Compliance functions that operate across the group.

As stated above, we have aligned this Statement with the Aon [UK Modern Slavery Act 2015](#) Statement and have worked with various stakeholders in our local and global operations to ensure that policies and practices are aligned to comply with any applicable modern slavery laws and requirements.

This statement has been endorsed and approved by the Aon Corporation Australia Pty Limited Board, which is the holding company of all operating Aon entities in Australia.



Jennifer Richards

Head of Australia

Aon Corporation Australia Pty Limited

01 December 2024

Appendix 1

Entities covered by this statement

- Aon Corporation Australia Pty. Ltd. ABN 58 004 756 772
- Aon Risk Services Australia Limited ABN 17 000 434 720 ;
- Aon Hewitt Financial Advice Limited ABN 13 091 225 642 (inactive)
- Aon Reinsurance Australia Limited ABN 79 003 026 668
- Aon Superannuation Pty Limited ABN 83 057 982 822 (inactive);
- Aon Services Pty Ltd ABN 96 116 871 473
- Aon Product Design & Development Australia Pty Ltd ABN 55 136 905 845
- Aon Advisory Australia Pty Ltd ABN 50 068 620 771
- HIA Insurance Services Pty Ltd ABN 84 076 460 967 ;
- One Underwriting Pty Ltd ABN 50 006 767 540 ;
- Aon Charitable Foundation Pty Ltd ABN 68 065 177 595);
- Affinity Risk Partners (Brokers) Pty Ltd ABN 15 091 944 580 ;
- Aon Risk & Asset Management Pty Ltd ABN 51 629 413 314 ;
- Cut-E Australia Pty Ltd ABN 81 118 245 597 ;

("Aon", "we," "us" or "our"). The above entities are wholly controlled subsidiaries of Aon plc and are the main Aon operating companies in Australia.



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