



Social Impact in the UK 2019

A review of Aon's Community and Diversity & Inclusion work in 2019

AON
Empower Results®



Contents

Click on a section >>





1. Community Impact

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

Community in numbers 2019

£529,025 total amount raised for charity by colleagues

 **125** community champions



£34,913

donated by Aon towards colleagues sponsored events



1,202

colleagues volunteered on Empower Results Day for Communities



6,662

hours given on Empower Results Day for Communities

£115,170

raised through payroll giving



£24,128

raised by colleagues from Loose Change



£101,111

raised for the three Aon UK Charitable Foundation charities



290 colleagues took part in volunteering and mentoring in local schools



£148,086

raised by colleagues through sponsored activities

85

different charities were supported by colleagues taking part in sponsored events

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 2019, we worked with the three charities that were chosen at the end of 2017 by our colleagues across the UK. These charities were:



Action for Children



Alzheimer's Society



Suited & Booted

Suited & Booted



Hundreds of suits, shirts, shoes, ties and cufflinks were collected UK wide for Suited & Booted along with donations of money and colleagues volunteering their time to help



Colleagues took part in fund raising ideas for Action for Children as well as Toy collections for their local children centers



In our London office a charity dinner was held for Alzheimer's Society raising an incredible **£36,000**

At the end of 2019 we asked colleagues to chose our new charity partners for 2020 & 2021. These are:

Dementia UK



Cancer Research UK



We also asked our regional offices to choose a small, local charity that they would like to support in their areas. We are delighted to be supporting 17 regional charities as well.

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:

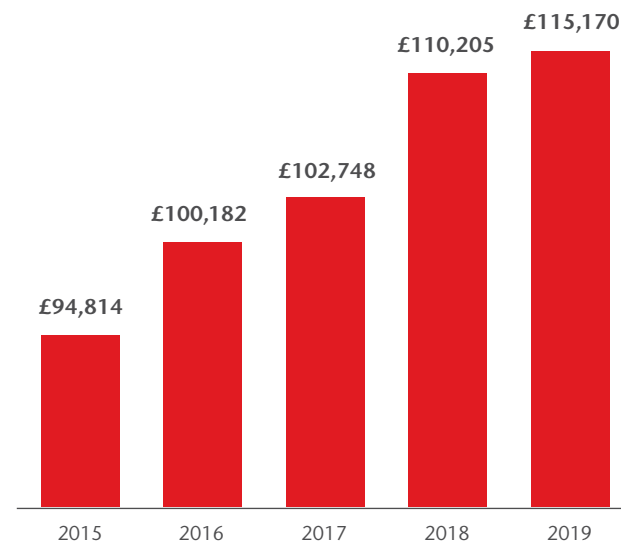
- Mentor 16-19-year-old students to develop their full employment potential
- Become a school governor
- Become a Local Advisory Board member
- Volunteer for one of the Aon UK Charitable Foundation charities
- Become an Art graduate mentor
- Help pupils aged 7 and 8 years old to develop their reading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



Payroll Giving

Aon encourages colleagues to donate to charity from their monthly pay. In 2019, colleagues donated **£115,170** to different charities of their choice from their pay each month.

Payroll Giving

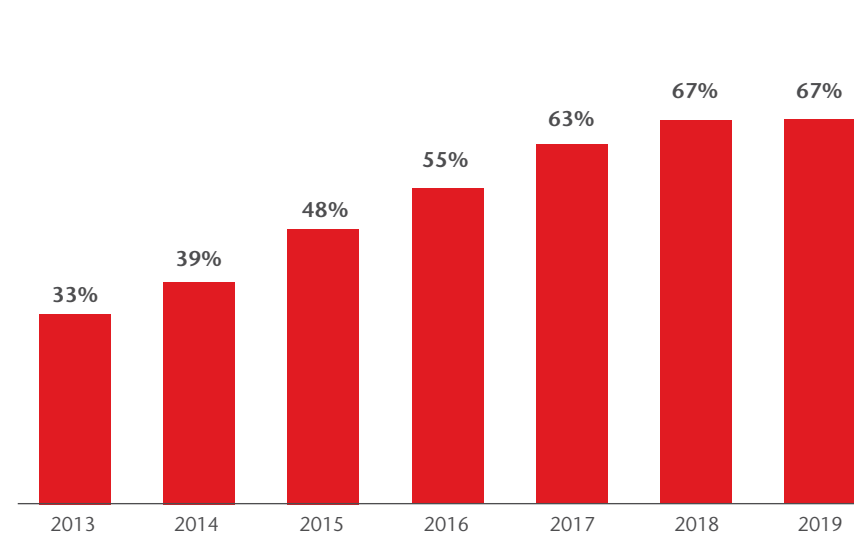


Loose Change

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 2019, this raised a fantastic **£24,128**.

Loose Change



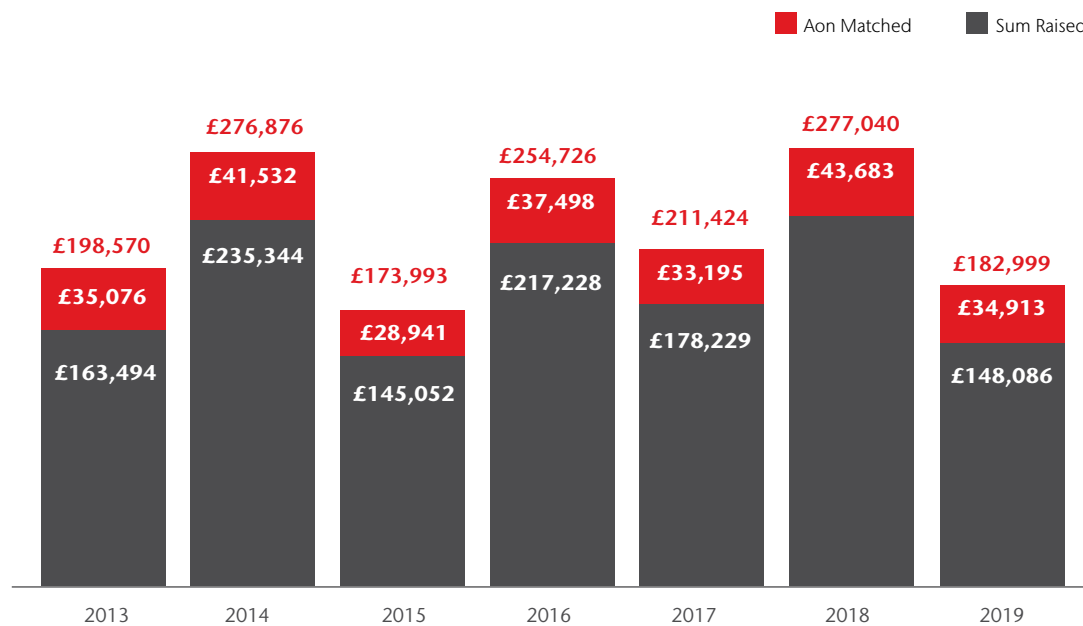
Over the past five years Aon's Loose Change scheme has increased from 33% to 67% of colleagues contributing.

Matched Funding

At Aon, our colleagues take on a lot of challenges and 2019 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 seven years



- ▶ In 2019, Aon colleagues from 16 offices took part in **120 different sponsored events** for **82 different charities** of their own choice.
- ▶ **A total of £148,086** was raised and Aon contributed a further **£34,913!**

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



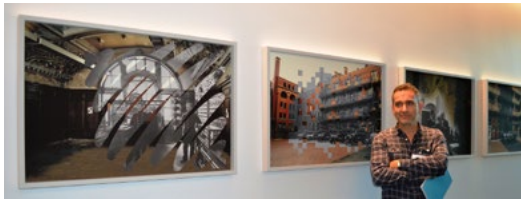
▶ *In 2019, an incredible **1202 colleagues** dedicated **6662 hours** working on **72 projects** across the UK.*



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 £22,800 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. A residency in Italy for two artists is also given as a prize.



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

Find out more at aon.co.uk/artaward

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 2019, we had 125 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 Impact

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 £5000 for different charities in 2019 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 encourage workforce diversity and 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:



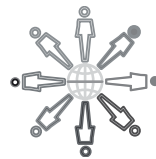
**Linking
Generations**



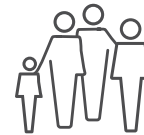
**Aon Pride
Alliance**



**Mental Health
Network**



**Multicultural
Network**



**Parent &
Carers group**



GenderIQ



**Workability – the
Disability network**

D&I Highlights 2019

Aon Pride Alliance



Aon colleagues celebrated 50 years of Pride across the UK and many took part in Pride parades up and down the country.

The Aon Pride Alliance Network have continued to champion inclusion for all LGBT+ colleagues throughout the year by taking part in key campaigns including Rainbow Laces Day and Trans in the City. The network also worked hard on completing the Stonewall Workplace Equality Index and were thrilled to see Aon recognised by Stonewall as a Top 100 Employer.

Mental Health network



The mental health network continued to raise awareness, remove the stigma and support colleagues around maintaining good mental health. Mental Health Awareness Week gave us the opportunity to share stories, resources and time to reflect on how to take care of our own mental health and support those around us. Colleagues in each of our offices, signed up to the Mental Health First Aider (MHFA) training and we now have a network of 113 MHFAs across the UK – that's one MHFA for every 58 colleagues.

As part of World Mental Health Day, the Talent team produced a short video to help colleagues identify the signs of someone struggling with mental health issues, called 'Are You OK?' and delivered two 30-minute e-learning courses and made the Headspace app available to all colleagues via our benefits package.

Social Mobility



Aon supports social mobility as part of our inclusion strategy, aiming to attract talent from all areas of society. In Manchester, we hosted our second Step Up programme, offering young people aged between 21 and 29 who are not in employment, education or training (NEETs) a six-week course involving classroom training and work experience, with the possibility of a permanent role at Aon at the end of the course.

Over the summer, we welcomed 12 scholars from the Freshfields Stephen Lawrence scholarship program for a two-week placement at Aon, to help address the under-representation of black men from under privileged backgrounds in the City of London.

More recently, 10 Aon colleagues have joined the upReach programme to support university students from less advantaged backgrounds get their foot on the career ladder.

It's a huge privilege to work with such talented people from diverse backgrounds and our Apprenticeship scheme is another great example of this, with Aon providing a career route for those that do not wish to go to university.

D&I Highlights 2019

Gender IQ



Gender diversity is a key area of focus. Our UK Gender Pay Gap Report 2018 published in March 2019 gave us the opportunity to articulate our commitment to improve the number of women at senior levels and reflect on areas we need to improve.

In March, Geri McMahon joined Aon after taking a career break as part of our Returnship Programme. Geri noted that during her job interview at Aon she met with “four partners from different Aon offices in the country; three of whom were women, all of whom were working parents with children of different ages.” We’re delighted that Geri was named Most Inspiring Returner at this year’s Women in Pensions Awards.

To help continue to drive the agenda on gender diversity, colleagues took part in various initiatives to support future female leaders in insurance. This includes David Battle who joined the market task force to develop new and innovative solutions to risks women face in life and 20 Aon colleagues who signed up to the 30% Club cross-country mentoring programme, to help increase female representation at board level across FTSE 100 companies.

Multicultural network



Our multicultural network held a number of very successful events and celebrated Black History Month by hosting an event and exhibition which recognised 31 people from a wide variety of industries to celebrate Black History Month 2019.

They used a series of emerging augmented and virtual reality solutions to showcase the inspiring success stories of the 31 chosen individuals. The event attracted more than 250 professionals from across London to learn about Black British history from the Black Cultural Archives team and hear inspirational words of advice from leaders in industry

In collaboration with ICAN (The Insurance Cultural Awareness Network) Aon’s multicultural network also proudly hosted and event called “Closing the BAME Pay Gap” which featured Baroness McGregor-Smith and BITC’s Sandra Kerr. The event was part of The Dive In Festival – a festival of diversity and inclusion across insurance, which Aon sponsors. The event highlighted steps insurance companies should take now to prepare for future requirements and what actions they are taking to drive and support change in this critical business area together.

Early Careers



When it comes to attracting the best talent, Aon is hugely competitive. Our Early Careers programme is one of the best in the market, offering graduates, apprentices and interns a robust programme to help develop and grow their careers.

Aon ran a BAME Future Leaders programme to showcase the firm to BAME (black, Asian and minority ethnic) talented graduates and undergraduates to encourage them to apply for our internships and graduate roles. We had another successful year of applications and recruited some fiercely talented individuals into our programme. This was hugely successful and across our early careers programmes 38% were BAME and 43% were female with two disabled colleagues also joining our programmes.

External Recognition 2019

Aon was recognised in the Financial Times Diversity Leaders list of 2020 for our outstanding HR policy on diversity

Dominic Christian and **Dominic Mignon** were recognised in the Top 10 EMpower Advocates List 2019, recognising their work and support of multicultural diversity

Aon's **Geoff Taylor** was awarded the 'Honorary fellowship for 20 years of service' in Cancer Research UK's Flame of Hope Awards

Mary Alade was awarded the Rising Star Award and Aon was awarded the Organisational Impact award at the Dive In Impact Awards for our work on social mobility

Dave Bush and his family were featured in the Daily Mirror for their work with Shout mental health charity

Greg Case, CEO, was included in the top 10 OUTstanding LGBT+ Ally Role Models List

Jim Herbert won Top Corporate Ally at the British LGBT Awards

Elisha St Hilaire, Pelumi Ojo and Ada Lu were featured in iCAN and the Chartered Insurance Institute's (CII) Multicultural and International Role Models in Insurance publication

Theresa Farrenson has made a significant contribution to Diversity and Inclusion and received three awards, including:

- The Queen's award for voluntary service
- Market people awards 2019 for Market Inclusion & Diversity Champion
- Dive In Impact Awards for Role model making an impact

Elizabeth Beh, John Spencer and Sinead Cunniffe each won £4000 for their chosen charities at the Lloyd's Market Charity Awards. They were chosen for the many hours of voluntary service and commitment they demonstrated to the charities they nominated

The Aon D&I and Community Awards 2019

At Aon, we encourage colleagues to support the communities in which we live and work. So many colleagues give up their time to volunteer and go the extra mile to support their local communities and colleagues.

Every year we are proud to recognise these achievements in an award ceremony that reaches colleagues across the UK. We present eleven awards as part of the annual Aon Diversity & Inclusion and Community Awards, highlighting and celebrating the the passion, hard work and commitment of so many individuals.

The winners are nominated and chosen by all our colleagues – we first ask for nominations and then ask colleagues to vote for the winners. All nominations are celebrated but the winners in each category receive a fabulous trophy, lots of recognition and a £250 donation to a charity of their choice.

Here are the categories and our winners:

Business Resource Group of 2019

Mental Health Network

Community Champion of 2019

Carol Carter - London

Community Project of 2019

Bristol Office Relocation Furniture Recycling

Inclusion Champion of 2019

Dave Simpson - London

Volunteer of the year 2019

Dave Bush - Birmingham

D&I Innovation Award 2019

Stephen Lawrence Work Experience Team

Mentor of the Year 2019

Rob Tucker - London

D&I Rising Star Award of 2019

Alex Turton - Birmingham

Special Recognition Award

Patsy Mawle - Bristol

Highest Fundraising Office 2019

Bristol Office

Highest Fundraising Individual 2019

Matthew Hills – Isle of Man



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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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