

Global Inclusive Leadership Council Charter

The firm is taking immediate actions to ensure that the processes, policies, procedures and people foster and enable equitable opportunities, access and advancement to all colleagues at Aon.

The Global Inclusive Leadership Council has been formed to champion and lead these efforts.

Serving as a conduit from which colleague and practical experience will form advice, counsel and action items to be considered, the GILC will recommend actions to be taken and instituted by the firm to move Aon to being a truly inclusive organization.

Underpinned by clear communication and accountability measures, the council's work is focused in four main areas:

- Education
- Representation
- Recruiting
- Promotion

Success will enhance an inclusive culture where our colleagues are free to bring **their authentic selves** to work and one where we hold ourselves accountable to ensuring Aon is a place where all colleagues experience **equal access and opportunity** throughout their careers.