



Aon South Africa

Impact Report & Transformation Agenda - 2024



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Inclusion and Diversity Statement



Inclusion and Diversity at Aon



We believe Inclusion and Diversity drives the best insights, advice and outcomes for our clients, our firm and our communities. That's why we're committed to a workplace culture where colleagues are comfortable being their authentic selves, feel a full sense of belonging and are empowered to reach their highest potential.



At Aon, our commitment starts with mutual respect. It is the responsibility of all our colleagues to act with integrity, trust one another and encourage others to share their unique perspectives. Together, we hold ourselves accountable, where every colleague feels accepted for who they are and valued for the insights they bring.



We know an inclusive culture drives diversity, which makes us a better, stronger company. We value the diversity of ideas, experiences and perspectives that come with having colleagues from different cultures, nations, genders, age, sexual orientation and physical ability. Embracing differences is key to our distinctive Aon United culture.



By having a strong commitment to inclusion and diversity, we attract and retain the best talent, which develops high-performing teams, enables innovation, creates client value and delivers positive business results.

B-BEEE Overview



Broad-Based Black Economic Empowerment

We believe in being part of the transformation agenda in the South African market, particularly the financial services sector. The financial services sector is at the heart of the economy and Aon is aligned with the sector codes that commits all participants to actively promote a transformed, vibrant and globally competitive financial industry landscape.



Aon SA (Pty) Ltd has maintained a **level 1 BBBEE** rating for 3 consecutive years.



This achievement showcases our organisation's **commitment, dedication and transformation** to a better world of work.



135% - The value at which clients can claim procurement and empowering them to help achieve their BBBEE growth objectives.



**Level 1
BBBEE
Contributor**



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Ownership



Ownership

As a multinational with operations in South Africa, Aon has been international in establishing a BEE ownership structure.

With 25.1% of our business owned by Black Empowerment partners for over 10 years and looking forward, Aon SA (Pty) Ltd has consistently demonstrated our ongoing commitment to ownership transformation.

25.1%

Economic Interest
of Black **People**

17.27%

Economic
Interest of Black
Women

13.7%

Economic Interest of
Black **Designated
Groups**



Management Control and Employment Equity



Management Control and Employment Equity

By having a strong commitment to inclusion and diversity, we attract and retain the best talent, which develops high-performing teams, enables innovation, creates client value and delivers positive business results. Aon (Pty) Ltd continues to prioritize Employment Equity (EE), focusing on top, senior, and middle management and driving towards alignment with Economically Active Population (EAP) Statistics.

Progress is achieved through a combination of strategies including development and promotion of colleagues in designated groups. We have made progress in transforming Board membership as well as top and senior levels. We aim to maintain these levels going forward.

71.3%

Black Board
Members

57.14%

Black
Women Board
Members

**Gender
Mainstreaming
Awards 2022/2023**

2nd Place for
Women on Boards



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Skills Development



Skills Development: Early Careers Programmes

Learnerships: Aon celebrates 18 years of our Unemployed Learnership programme which started in 2006 with only 8 learners and has cumulatively grown to 400 learners by 2024. Learners are equipped through a 6-month programme at an Insurance college to qualify for Short term Insurance NQF4 as well as RE Regulatory Exam. Thereafter the learners are provided with 6-month workplace experience with the intention of 100% absorption.

Internships: Once learners have successfully completed their learnership between 95%-100% percent of the learners are absorbed into our internship programme. With a full qualification in hand, these and other interns start working with full guidance from their workplace mentors and are supported to complete a Short-Term Insurance NQF 5 qualification. Interns are then given an opportunity to be further absorbed into the respective business areas after 12 months.

Bursaries: Aon supports up to 5 students in University for studies that include B Com in Insurance and Risk Management and related studies. Bursary students are then guaranteed employment with Aon for 2 years after graduating.

Graduate Programmes: Bursary students and other graduates are given a 2-year trainee programme that aims to accelerate career growth in strategic business areas such as Risk Consulting, Cyber Insurance and Consulting as well as Legal & Compliance and Trade Credit.

Yes Programme: In 2022 and 2023 Aon participated in the national Youth Employment Program (Y.E.S) to support the government's initiatives of improving the employment of youth. Aon continues with supporting this overall objective through internal early career programmes.

Enterprise and Supplier Development Partners



Enterprise and Supplier Development Partners

At Aon, we embrace empowerment through recruitment, training graduates and learners, mentorship, CSI and through enterprise and supplier development.

We have taken our empowerment efforts further with enterprise development agreements with a number of 51% – 100% Black owned brokerages whereby Aon provides training, knowledge transfer, financial and operational support and mentorship to enable our enterprise development partners to achieve their long-term goals by developing their capabilities, deepening their expertise and broadening their business networks.



Socio Economic Development

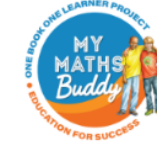


Socio Economic Development

Aon and its Reinsurance arm in SA remain committed to making the communities where we do business stronger. As the philanthropic arm of Aon plc, the Aon Foundation provides financial support to programs with demonstrated success in several key areas.

- **Education** – Primary funding interest is the education of young people. we invest in programs that prepare our future workforce and help develop our next generation's leaders. Our flagship programme is the ABCDE programme which aims to provide education support for children and dependents of Aon colleagues.
- **Consumer Education** – in partnership with the FIA, Aon is committed to ensuring financial literacy of consumers.
- **Sports and Culture** – Aon supports the enrichment of our society through sports and cultural programs and community development.
- **Humanitarian** – Aon supports other humanitarian efforts in support of Mandela Day and other national disaster recovery efforts.

Beneficiaries 2023/2024



Looking Ahead

Aon is committed to continue to impact opportunities and growth through diversity and inclusion plans and initiatives.

Our aim is to maintain our Level 1 BBBEE Certification with a keen focus on improving management control, skills development and Enterprise and Supplier Development including a focused Procurement Strategy year on year.



About Aon

Aon plc (NYSE: AON) 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.

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