

Commitments and Collaborations

March 25, 2024

Aon has committed to, and collaborates with, a series of environmental, social, and governance initiatives, including:

Environment:

- Aon is committed to achieving **net-zero greenhouse gas (GHG) emissions by 2030**, and we have set targets validated by the **Science Based Targets initiative** in line with a 1.5-degree pathway. We will achieve this important goal by refining our sustainable sourcing strategy, driving energy efficiency across our real estate portfolio and technology, reducing our real estate footprint and enhancing options for virtual meetings.
- **United For The Paris Agreement** — A reinforcement of the conviction that a commitment to staying in the Paris Agreement is foundational to driving progress on addressing climate change, which in turn will help protect economic health, jobs and the global competitiveness of the U.S. and its workforce.
- **Terra Carta**, in support of the **Sustainable Markets Initiative (SMI)** — As part of our work with the SMI, Aon co-led two of the workstreams — one devoted to developing a Public-to-Private Solution Framework for a variety of catastrophe perils and economies and the other seeking to accelerate product innovation across the insurance industry.
- **United National Environment Programme Finance Initiative (UNEP FI)** — Supports global finance sector principles to catalyze integration of sustainability into market practices.
- **United Nations Principles for Responsible Investing (UNPRI)**, and **United Nations Principles for Sustainable Insurance (UNPSI)** — Frameworks established by the UNEP FI and correspond with the Paris Agreement.
- **Vatican's Energy Transition Initiative** — Support for carbon pricing that would encourage changes in business practices, consumer behavior and the development of innovations that would advance the energy transition. The initiative also supports disclosures providing greater clarity for how companies are planning and investing for the energy transition.
- Aon is a founding member of **ClimateWise**, which supports the insurance industry to better communicate, disclose and respond to the risks and opportunities associated with climate change and the global protection gap.
- Aon continues to participate in insurance industry forums such as the **Insurance Development Forum**.
- Aon is an observer on **The Taskforce on Nature-Related Financial Disclosures**, which works to deliver a market-led framework for organizations to report and act on evolving nature-related risks.

Human Rights:

- [Aon supports the principles](#) contained within the **Universal Declaration of Human Rights and the International Labor Organization Core Conventions on Labor Standards**.

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Diversity and Inclusion:

- [CEO Action for Diversity and Inclusion Pledge](#) — Aon has pledged to act on supporting more inclusive workplaces.
- [UN LGBTI Standards of Business](#) — Aon has committed to supporting five Standards of Conduct to support the business community in tackling discrimination against lesbian, gay, bi, trans and intersex (LGBTI) people. These Standards were developed by the United Nations Human Rights Office, in collaboration with the Institute for Human Rights and Business.
- Aon has signed [Leaders for the Partnership for New York City Pledge](#).
- [Apprenticeship Program](#) — Aon's programs in the U.S. and UK support high-potential colleagues from a large and diverse talent pool, all of whom help us shape better decisions for our clients. In the U.S., we have built a two-year full-time job and educational program that provides opportunities for those without a traditional four-year college degree. Aon provides apprentices with an entry point to a professional career at the company — including a salary and benefits — as well as tuition and books as they pursue an associate's degree at a partner community college.
- [OneTen](#) — Aon is a founding member of OneTen, a coalition of leading executives committed to seeing one million Black Americans, in 10 years, hired into family-sustaining jobs with opportunities for advancement. The aim of the OneTen coalition is to connect employers with employees of color to bridge the diversity divide and ensure that talented Black employees get the same opportunities as their Caucasian counterparts.
- [Commitment Statement for Supplier Diversity](#) — Aon is committed to working with small and diverse businesses across our supply chain. Creating economic impact through small and diverse business partnerships strengthens our ability to serve our clients and communities.

Responsible Investing:

- Aon is a member of the **Investment Leaders Group**, an initiative that brings together academic research from the University of Cambridge and corporate leadership to advance the practice of responsible investment.
- Aon U.S. and UK investment teams participate in the [Investment Consulting Sustainability Working Group](#), where investment professionals collaborate to support sustainable investment practices across institutional asset owners and asset managers.



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About Aon

[Aon plc \(NYSE: AON\)](#) exists to shape decisions for the better — to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries and sovereignties with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

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