



Aon plc

# Supplier Code of Business Conduct

## Introduction

The purpose of Aon's Supplier Code of Conduct is to provide the principles and guidelines that we expect of our suppliers for establishing and maintaining strong business relationships with our firm. Aon upholds a high standard of service across its supplier base.

Aon's Supplier Code of Conduct expresses our values and shares the key principles and best practice standards that we consider vital to sustaining effective and enduring relationships with our suppliers, their affiliates and subcontractors.

Please also take time to read [Aon's Code of Business Conduct](#), which is one of the policies that guide our own business and behaviors.



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Aon is committed to complying with all applicable laws, rules and regulations in the countries in which we operate and we expect all our suppliers to comply with:

## Compliance with Laws and Regulations

Aon expects high standards of business conduct and ethical behavior, which is demonstrated through consistent compliance with all applicable laws, rules and regulations relevant to the industry and countries in which we operate. We expect all our suppliers to comply with all applicable laws, rules, regulations and standards within the industries and countries in which they operate and we expect similar commitments throughout their own supply chain.

## Ethics and Business Conduct

Aon expects all its suppliers to behave ethically and with integrity in all business transactions. Aon Suppliers may not accept anything of value as an inducement or reward or reward or offer, pay, promise or authorize the payment of any money or the giving of anything of value directly or indirectly to any government official, politician, political party, official or candidate for political office as an inducement or reward, for any purpose, including providing services to Aon.

## Environmental, Social and Governance (ESG) and Sustainable Procurement

Aon is committed to building a resilient supply chain and managing and reducing our environmental impact. As part of this, we are implementing ESG best practices internally to promote corporate resiliency and sustainability and to prepare for the ongoing challenge we face in relation to emerging and long-tail risks as more fully set out in our ESG Commitment.

We expect our suppliers to abide by all regulations and legislations related to environmental protection and encourage you to measure your organisation's environmental impact and endeavor to put in place plans to reduce these impacts.

Aon is committed to work with suppliers that share our commitment to reducing greenhouse gas emissions.

We expect our suppliers to reduce negative environmental impacts and provide visibility to progress toward this commitment. We expect our suppliers to encourage the use of environmentally friendly technologies and practices and the reduction of negative environmental impacts throughout their supply chain. We expect our suppliers to set environmental targets and regularly report on progress to Aon.

As part of its sustainable procurement process, Aon operates under a "No Purchase Order, No Payment (No PO, No Pay) Policy" which ensures that we only pay for goods and services which have been properly ordered and authorized. This not only reduces processing times but simplifies the purchase request experience. Without an official PO, we will not authorise payment of supplier invoices. Additionally, suppliers are required to submit electronic invoices via the Supplier Portal.

## Inclusion and Diversity

We believe Inclusion and Diversity drive the best insights, advice and outcomes for our suppliers, 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 expect all our suppliers to abide by all regulations and legislation related to workforce inclusion and encourage you to measure and report on your organisation's diversity initiatives and progress.

Learn more at: [Diversity and Inclusion](#).



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## Health and Safety

Aon is committed to providing a safe and healthy work environment. We expect our suppliers to also provide a safe and healthy work environment that complies with all relevant health and safety laws and provides a working environment, for employees and visitors, that minimises health and safety risks.

## Modern Slavery and Human Trafficking

Aon is committed to the protection of human rights and, as such, operates a zero-tolerance approach to all forms of modern slavery and human trafficking and aims to ensure that there is no modern slavery or human trafficking in our supply chain. The [Aon Modern Slavery statement](#) confirms our commitment to acting in an ethical manner in all our supplier relationships.

We expect all our suppliers to act in accordance with the UK Modern Slavery Act 2015, if applicable, or any similar laws in the countries in which they carry out business to ensure that no one working in any supply chain is being exploited.

We expect all our suppliers to act in accordance with the International Labour Organization Convention on Human Rights. Learn more at: [Aon Human Rights Statement](#).

## Governance and Ongoing Monitoring

Aon is committed to ensuring our organisation continuously obtains the best value from our suppliers of products, goods and services while controlling exposure to supplier-related risks. We encourage active engagement, open communications and strong account management with suppliers throughout the length of the engagement. For our critical suppliers, we operate on a Quarterly Business Review-style governance, creating a holistic view of the relationship and ensuring open dialog between us and our suppliers.

## Right to Audit

Aon retains the right to audit supplier compliance with the Supplier Code and other firm policies at any time. This includes technical, legal, regulatory, financial and operational audit of supplier policy and procedures.

## Policy Changes

Aon will periodically review this code and make revisions as needed, which we will expect all our suppliers to adopt or ensure their own policies are equal to or no less comprehensive or restrictive than Aon's. Any changes will be communicated to suppliers.

## Aon's Code of Business Conduct

Learn more at: [Aon's Code of Business Conduct](#).