

“When in Doubt, We All Speak Out”

One of a monthly series of intranet articles prepared for Global Compliance, Aon Service Corporation

When in Doubt, We All Speak Out

Newly Revised Code of Business Conduct Puts Spotlight on Ethics Helpline

Imagine this: while at a happy hour, your colleague mentions a meeting in a foreign country – *but wasn't that country listed on a recent FCPA Risk Bulletin?*

Or this: you overhear a manager reprimanding your colleague, and wonder: *Do his comments add up to harassment or verbal abuse, or don't they?*

Will you speak up and seek answers, or will you stay silent?

The right choice is clear.

Ethics Aren't Optional

Last week, Aon released the latest revision of our Code of Business Conduct. When you get your copy, you'll see the Aon Ethics Helpline number on nearly every page. If you know of any potential violation of the Code, Aon's policies or the law – or even if you just have a question – you must report it, quickly and anonymously.

We are accountable for our own behavior, and responsible to each other to encourage ethical conduct everywhere Aon does business.

Safe, Timely Action is Essential

Retaliation is wrong – and often it is also illegal. Aon and our leaders strictly prohibit retaliating against any colleague who speaks up in good faith about a potential Code violation. And, as with our client work, it's critical to move quickly. If you believe retaliation is occurring or if you aren't sure, please, don't wait to seek clarity from Global Compliance.

How to Reach Out

You can report a potential violation or get your questions answered in one of several ways:

- Call the Aon Ethics Helpline at XXX-XXX-XXXX – open 24 hours daily – or make an online report. You can remain completely anonymous.
- Speak to your manager.

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- Contact your Human Resources representative.
- Visit any member of the Law or Compliance Departments.
- Consult anyone listed in the Code’s “Resources” section.

[Sidebar content]

Use the Aon Ethics Helpline to:

- Report potential Code violations anonymously – we use no Caller ID or site visitor identification.
- Ask questions about the Code and Aon’s legal or compliance policies.
- Seek guidance about the laws governing our work.

[End Sidebar]

Compliance is Everyone’s Job

When we work to the highest legal and compliance standards, it helps Aon win – and we all play a role. If you are tempted to remain silent about an ethical question or concern, know that Aon will never identify you without your consent.

[End]