

AON Inc.

2023 Modern Slavery Report

This document constitutes AON Inc.'s Modern Slavery Report covering our fiscal year ending December 31, 2023, and is made on behalf of AON Inc. (the "Corporation"). The Corporation operates in real estate in Canada and the USA, including the development, construction, leasing and management of rental properties.

We make this Report pursuant to sections 11(1) and 11(3) of *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada, the "Modern Slavery Act" or the "Act"). We do not report under similar legislation in any other jurisdiction.

As a real estate business, and one with infrequent construction involved, the Corporation views its supply chains as not being engaged in high-risk activities, and the risk of Modern Slavery being used in the supply chains subject to this Report as very low.

There is no specific information available for this reporting period as it relates to the prevention and reduction of the risk that forced labour or child labour was used at any step of the supply chain for goods supplied in, or imported into, Canada and utilized by the Corporation. There is no indication that any child labour or forced labour was or is used by any of the Corporation's suppliers in the supply chains.

The Corporation has embedded responsible business conduct into its policies and management systems. Policies support employing staff based on current federal and provincial employment standards and health and safety laws and regulations. Expectations regarding the Act will be incorporated into the organization's procurement policies in an effort to address material risks with respect to the organization's suppliers.

In the coming year, the Corporation plans to communicate with relevant suppliers in an effort to identify whether their activities and supply chains carry a risk of forced labour or child labour being used. If risk is identified, appropriate measures will be taken.

The Corporation provides training to employees regarding the fair and equal treatment of all employees. This training is mandatory for all employees. It does not allow forced labour or child labour.

Approval and Attestation

This report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Board of Directors of AON Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Bradley Smith, Director, President and CEO

I have the authority to bind the Corporation.

May 28, 2024