



DAU Campaign

Terms and Conditions 2026

Definitions:

Aon South Africa (Pty) Ltd (“Aon”) has implemented the **“Delivering Aon United (DAU) Internal Referral Campaign”** to encourage all Aon colleagues (“you”) and your Teams to work together to bring the best of Aon to clients and set a new standard for client leadership. DAU helps us better understand the unique needs of the different types of clients Aon serves, deliver on our commitment to clients, and help colleagues better articulate the value Aon creates.

Leads are now opportunities!

1. What is an opportunity?

An opportunity is the provision of the contact details of any person or business as: a new opportunity to Aon, or referral of a new product (cross-sell) to an existing Aon client, previously referred to as lead.

2. What is a cross-sell opportunity?

A cross-sell opportunity is referral of a product(s) in a different solution line to the products that an existing Aon client already has with Aon.

3. What are the solution lines?

- Affinity Solutions
- Human Capital Solutions
- Mid Market
- Specialty Solutions
- Large Market
- Aon Global Client Network

4. What is a new opportunity?

A new opportunity is a business referral to Aon where the business referral does not have any products or services with Aon.

1. Who can participate in the DAU Internal Referral Campaign?

- 1.1 To participate in the DAU Internal Referral Campaign, you must be an employee of any Aon group company, whether on a temporary or permanent basis.
- 1.2 You will **NOT** be incentivised as part of the DAU Internal Referral Campaign where:
 - 1.2.1 You perform a primary sales function for a solution line and the opportunity is associated with that solution line.
 - 1.2.2 You perform a primary business development function across any solution line.
 - 1.2.3 The opportunity forms part of another incentive programme run within Aon.
- 1.3 The following areas of business **will be excluded** from the DAU Internal Referral Campaign:
 - 1.3.1 Request for Proposal
 - 1.3.2 Tenders
 - 1.3.3 Municipal Tenders
 - 1.3.4 Opportunities created through Aon marketing programmes
 - 1.3.5 Medical Aid for individuals
 - 1.3.6 Employee Benefit accounts where the revenue is less than R50,000.00.
 - 1.3.7 Value added products (VAPs) – these are generally any ancillary insurance or service products sold in addition to a primary insurance policy or other core product. Aon's decision as to whether or not a product is a VAP will be final

2. How long will the DAU Internal Referral Campaign run for?

The DAU Internal Referral Campaign begins on **01 January 2026 and ends on 31 December 2026.**

The DAU Team Challenge will be broken into four quarterly competitions, as follows:

Quarter one - 01 January 2026 - 31 March 2026

Quarter two - 01 April 2026 - 30 June 2026

Quarter three - 01 July 2026 - 30 September 2026

Quarter four - 01 October 2026 - 31 December 2026

Aon reserves the right to terminate the DAU Internal Referral Campaign and the DAU Team Challenge at any time and at its sole discretion without reason and will only be obliged to pay incentives for any successful sales opportunities which have been submitted and acknowledged by Aon prior to the termination of the DAU Internal Referral Campaign.

3. How do you participate in the DAU Internal Referral Campaign?

- 3.1 To participate in the DAU Internal Referral Campaign, you must submit your opportunity to Aon by visiting the DAU Internal Referral Portal, completing and submitting the form which will be created on Salesforce or Aon Connect.
- 3.2 All opportunities will be included in the DAU Internal Referral Campaign report and distributed monthly.
- 3.3 There is no restriction on the number of opportunities that you can submit.
- 3.4 Your opportunity must contain the following information:
 - 3.4.1 The client name or contact person at the company who is interested.
- 3.5 Opportunities that cannot be contacted due to incomplete or incorrect submitted information will be disregarded by Aon.

4. Protection of Personal Information – consent from the Opportunity

You warrant that all personal information provided to Aon in respect of any opportunity submitted has been provided to Aon with the consent of the individual or business to whom the personal information belongs. Failure to obtain consent from the opportunity may be a breach of the Protection of Personal Information Act and may lead to the disqualification of the opportunity from the DAU Internal Referral Campaign.

5. How are your sales opportunities recorded and monitored?

- 5.1 All opportunities submitted by you will be recorded and monitored electronically by Aon.
- 5.2 Where the same opportunity is received multiple times, the first receipt of the opportunity will be acknowledged by Aon. Further submissions of the same opportunity will not be acknowledged by Aon and will not be considered in the DAU Internal Referral Campaign.

6. How do you qualify for an incentive in terms of the DAU Internal Referral Campaign?

- 6.1 To qualify for the incentives listed in paragraph 7 below, your submitted opportunity must result in the successful sale of a product to the opportunity, and at least three monthly or one annual premium payment(s) must be collected in relation to that product (“Successful sales opportunity”).
- 6.2 Opportunities that are submitted outside of the period 01 January 2026 - 31 December 2026 will not qualify for incentives under the DAU Internal Referral Campaign.

7. What incentives could you earn by participating in the DAU Internal Referral Campaign?

Subject to compliance with all the terms and conditions:

Individual Incentive

7.1 Incentive per successful sales opportunity.

7.1.1 The incentive you will receive for a successful sales opportunity is determined by the revenue generated from the successful sales opportunity as follows:

Successful sales opportunity revenue	Incentive (once-off payment)
Annual Revenue < R50,000	R1,000
Annual revenue equal to or > R50,000	10 % of the annual revenue up to a maximum amount of R25,000 (i.e. you will never receive more than (R25,000)

7.1.2 This is a cash incentive payable via payroll and will be subject to applicable tax deductions.

7.2 Quarterly Individual Prize

7.2.1 To qualify for this incentive:

- You must have submitted the highest number of successful sales opportunities within the quarter irrespective of the revenue to Aon.
- In the event of more than one colleague submitting the same number of successful sales opportunities in the quarter, the colleague with the highest aggregate premium generated within the quarter will be declared the winner.
- The Individual winner will receive Aon Stars to the value of R10,000.00.
- You will not be responsible for any tax on this incentive.
- This incentive may not be transferred, substituted, or redeemed for cash.

7.3 Annual individual Prize

7.3.1 To qualify for this incentive:

- You must have submitted the highest number of successful sales opportunities for the duration of the campaign irrespective of the revenue to Aon.
- In the event of more than one colleague submitting the same number of successful sales opportunities in a year, the colleague with the highest aggregate premium generated within a year will be declared the winner.
- The Individual winner will receive Aon Stars to the value of R100,000.00.
- You will not be responsible for any tax on this incentive.
- This incentive may not be transferred, substituted, or redeemed for cash.

7.4 Team Incentive:

- 7.4.1 To qualify for the team award (the team will be determined by the revenue generating cost centre entered into Aon Connect or Salesforce):
- a. You must be part of the team (i.e. fall under the revenue generating cost centre) who has achieved the highest percentage revenue generation in line with the team new business budget by revenue generating cost centres.
 - b. The winning team for the specific quarter will enjoy a team prize to the value of R50 000 at the end of the quarter.
 - c. You will not be responsible for any tax on this incentive.
 - d. This prize may not be transferred, or substituted

Aon reserves the right:

- In its sole discretion, to disqualify any participant from the DAU Internal Referral Campaign, who it finds to be: violating these Terms and Conditions, and/or violating the Aon Code of Business Conduct, and/or acting in an improper manner, and may be subject to disciplinary process.
- To audit all opportunities submitted by participants in respect of the DAU Internal Referral Campaign.
- To cancel, modify or amend any of these Terms and Conditions at any time if deemed necessary in its opinion without reason. Aon will not be held responsible for any dispute, claim, loss or damage that may arise because of the DAU Internal Referral Campaign, irrespective of the cause. All participants in the DAU Internal Referral Campaign agree to be bound by all decisions made by Aon in respect of the DAU Internal Referral Campaign, which shall be final in all respects.