

MARSH



PAIR COMMITTED
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

Indigenous Relations Policy



Our Business

Marsh is a global professional services firm, helping clients navigate complexity and seize opportunities. Our market-leading businesses – Marsh (risk), Guy Carpenter (reinsurance and capital), Mercer (people and investments) and Oliver Wyman (management consulting) – work together to deliver distinct capabilities, deep specialized insights and tailored solutions. With more than 95,000 colleagues, we help clients in over 130 countries build resilience and drive transformative change.

Supporting the Truth and Reconciliation Commission of Canada (TRC) & UNDRIP

Marsh Canada is committed to supporting the goals of reconciliation as outlined by the Truth and Reconciliation Commission of Canada and its Calls to Action, particularly Call to Action 92, focusing on the corporate sector in Canada. We fully embrace the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), recognizing its vital role in advancing human rights, language preservation, education, and governance for Indigenous peoples. UNDRIP provides an essential framework through which we view and strengthen our relationships with Indigenous communities, and we remain dedicated to upholding its principles.

Living *The Greater Good*

Marsh Canada is committed to sustainable development goals around: affordable healthcare; human dignity; gender equality; energy security and access to reliable and sustainable energy supplies; inclusive economic growth and job creation; and climate change mitigation and resilience to climate-related natural disasters – and we are committed to the promotion of public-private partnerships to achieve these goals. We recognize the unique opportunity to contribute meaningfully to the ongoing journey of reconciliation with First Nations, Inuit, and Métis peoples. In alignment with [The Greater Good](#), our Leadership commitment focuses on building respectful partnerships, increasing representation, and supporting community collaborations for lasting positive impact.

Our Reconciliation Action Plan (RAP)

Our organization has embarked on its reconciliation journey guided by our commitment to equity, diversity and inclusion, and a dedication to making a meaningful and lasting contribution toward closing gaps by creating employment and providing education and business opportunities for Indigenous peoples. Throughout our reconciliation journey, we are committed to building strong community connections and increasing the visibility and integration of Indigenous cultures within the industry.

Our Strategies

Governance

In acknowledgement and respect, our senior leaders have completed comprehensive training and instituted our [Leadership Commitment statement](#). Our membership with the Canadian Council for Indigenous Business (CCIB) and pursuit of their Partnership Accreditation in Indigenous Relations certification (PAIR) underscores our commitment to sustainable relations and collaboration for the betterment of Indigenous communities and businesses. We commit to maintaining a dedicated working group focused on the continued implementation of our RAP. We will continue to promote Indigenous cultural awareness with our colleagues to honour the history and realities of Indigenous peoples.

Relationships

We will continue to encourage and promote *Business Development and Community Engagement* for Indigenous peoples and communities. We are dedicated to supporting Indigenous organizations that promote education, health, and cultural awareness, while expanding opportunities for Indigenous businesses to collaborate with us.

Employment

By providing equitable access to *Employment opportunities* for Indigenous communities, we aim to enhance our Indigenous representation within our workforce.

Contact us

IndigenousRelations@marsh.com