

MODERN SLAVERY ACT 2015 STATEMENT

This statement applies to Mercer Limited (the **Company**) in respect of the financial year ending 31 December 2016.

The Company is part of the Marsh & McLennan Companies, Inc. (**MMC**) group which is a global professional services firm offering clients advice and solutions in risk, strategy and people. MMC's main operating companies are Marsh (insurance broking and risk management), Guy Carpenter, (reinsurance and intermediary advisory services), Mercer, (talent, health, retirement and investment consulting) and Oliver Wyman (management, economic and brand strategy consulting). The MMC group has approximately 60,000 employees worldwide and approximately 8,200 employees in the United Kingdom.

The Company commits at all times to conducting business in a responsible way and to operate under MMC's longstanding '[The Greater Good](#)' Code of Conduct.

The Company has also recently implemented a new Modern Slavery Policy confirming that any form of slavery or human trafficking within the Company's supply chains will not be tolerated and setting out the processes in place to address this issue. The key components of those processes are described here.

The Company uses a central procurement process operated by MMC which trades with in excess of 60,000 suppliers across over 75 different countries.

As professional services providers, the Company does not operate in an industry where modern slavery is prevalent but nevertheless is committed to taking steps to monitor any potential risks within its supply chain.

In addition to existing rigorous supplier assessment processes, the Company is implementing an additional annual modern slavery questionnaire. The issuing of the questionnaire is risk focused and requires selected suppliers to report on what steps they are taking regarding the risk of modern slavery within their own supply chain which will allow the Company to better assess potential risks of modern slavery in its supply chain.

Further, and to augment the sourcing and procurement process, the Company is amending its existing standard terms and conditions and contracting agreements to introduce a specific requirement for compliance with modern slavery legislation.

The Company's new Modern Slavery Policy will be rolled out to all staff, and includes information on who staff should contact if they do have any concerns. The Company also proposes that staff with greater contact with suppliers in higher risk jurisdictions will receive additional training. The Company's staff will be encouraged to report any concerns or suspicions regarding the presence of modern slavery within the supply chain.

This statement is made pursuant to section 54(1) of the *Modern Slavery Act 2015* and has been approved by the Board of the Company



Director, Mercer Limited