

MODERN SLAVERY STATEMENT

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the slavery and human trafficking statement for Mercer Limited (the **Company**) in respect of the financial year ending 31 December 2018.

Our Business

Mercer delivers advice and technology-driven solutions that help organisations meet the health, wealth and career needs of a changing workforce. Mercer has more than 23,000 employees based in 44 countries.

Group Structure

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. The MMC group has approximately 65,000 employees worldwide.

MMC's other main operating companies are Marsh and Jelf (insurance broking and risk management), Guy Carpenter, (reinsurance and intermediary advisory services) and Oliver Wyman (management, economic and brand strategy consulting).

Our Supply Chain

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

The Company uses a central procurement process operated by MMC which trades with in excess of 60,000 suppliers across over 82 different countries.

Our Policies

The Company has various policies in place which aim to minimise the risk of modern slavery or human trafficking, and encourage reporting of any related concerns, including:-

- **A Robust Procurement Policy:** In addition to the rigorous supplier assessment processes, the Company has implemented an additional questionnaire focused on modern slavery activities/signals. The questionnaire is deployed on a risk basis, according to the nature of services provided. The Board reviews the level of responses received. Suppliers are required to report what steps they are taking regarding identifying the risk of modern slavery within their particular supply chain which enables the Company to better assess the potential risks of modern slavery in its own supply chain. The questionnaire is reviewed and refined each year.

The Company includes a specific requirement for compliance with modern slavery legislation in its standard terms and conditions and contracting agreements with suppliers.

- **The Greater Good:** The Company has a longstanding commitment to conducting business in a responsible way and in accordance with Marsh & McLennan Companies' Code of Conduct. This sets out the ethical and professional standards which apply to employees of the Company. Colleagues are expected to act with integrity, honesty, courage and to promote mutual respect.
- **Whistleblowing:** Mercer encourages colleagues to report any concerns, including any concerns relating to modern slavery or human trafficking. The Company's whistleblowing procedure utilises an Ethics & Compliance Line (a service administered by a third party) which makes reporting straightforward and confidential.

Employee Awareness

The Company's Modern Slavery Policy has been rolled out to all staff, and incorporated into induction training. It includes information on who staff should contact if they have any concerns.

Employees are encouraged to report any concerns or suspicions regarding the presence of modern slavery within the supply chain.

An Ongoing Commitment

Mercer recognises that tackling modern slavery requires a continuing year-on-year commitment and will continue to undertake due diligence in our supply chain and review and improve procedures to help identify and prevent the risk of modern slavery or human trafficking occurring.

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 on 23 May 2019.



Director

Mercer Limited