

## **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 and its subsidiary, The JLT Benefit Solutions Limited (**Mercer UK**) in respect of the financial year ending 31 December 2019.

### **Our Business**

Mercer UK delivers advice and technology-driven solutions that help organisations meet the health, wealth and career needs of a changing workforce. The Mercer business globally has more than 25 000 employees in 44 countries.

### **Group Structure**

Mercer UK 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 75,000 employees worldwide and approximately 13,380 employees in the United Kingdom.

### **Our Business**

MMC's main operating companies are Marsh and Marsh Commercial (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).

### **Our Supply Chain**

As a professional service provider, Mercer UK 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.

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

### **Our Policies**

Mercer UK 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, Mercer UK 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 Mercer Limited 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 Mercer UK to

better assess the potential risks of modern slavery in their own supply chains. The questionnaire is reviewed and refined each year.

Mercer UK includes a requirement for compliance with modern slavery legislation in its standard terms and conditions and contracting agreements with suppliers.

- **The Greater Good:** Mercer UK is committed to conducting business in a responsible way and in accordance with MMC's Code of Conduct. This is a significant part of Mercer's culture and it sets out the ethical and professional standards which apply to employees of Mercer UK. Colleagues are expected to act with integrity, honesty, courage and promote mutual respect.
- **Whistleblowing:** Respect and a culture of openness in the workplace is a key aspect of the MMC Code of Conduct. Mercer encourages colleagues to report any concerns, including any concerns relating to modern slavery or human trafficking. Mercer UK's whistleblowing procedure utilises an Ethics & Compliance Line (a service administered by a third party) which makes reporting straightforward and confidential.

## Training

The Mercer UK 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.

## Going Forward

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. Mercer recognises the importance of continuing this work during the Covid-19 pandemic and will seek to adapt its activities and priorities as required.

This statement is made pursuant to section 54(1) of the *Modern Slavery Act 2015* and has been approved by the Board of Mercer Limited on 21 May 2020.



Director  
Mercer Limited