

MODERN SLAVERY STATEMENT

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Marsh Corporate Services Limited (MCSL), and Marsh Services Limited (MSL) slavery and human trafficking statement in respect of the financial year ending 31 December 2021.

Group Structure

The companies are part of the Marsh McLennan group which is a global professional services firm offering clients' advice and solutions in risk, strategy and people. The Marsh McLennan group has approximately 75,000 employees worldwide and approximately 13,380 employees in the United Kingdom.

Our Business

Marsh McLennan's main operating companies are Marsh (insurance broking and risk management), Guy Carpenter, (reinsurance and capital strategies), Mercer, (health, wealth and career consulting) and Oliver Wyman (strategy, economic and brand consulting).

MCSL and MSL are two of the principal services companies within the Marsh McLennan Group of Companies in the UK.

Our Supply Chain

Marsh McLennan uses a central procurement process which trades with in excess of 60,000 suppliers across over 82 different countries.

As professional services providers, Marsh McLennan 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.

Our Policies

There are 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 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.

Suppliers are required to report what steps they are taking regarding identifying the risk of modern slavery within their particular supply chain which will allow Marsh McLennan to better assess the potential risks of modern slavery in its own supply chain.

Marsh McLennan includes a specific requirement for compliance with modern slavery legislation in its standard terms and conditions and contracting agreements.

- **Vendor Management Program and Policy** defining managing Vendor Risk, including:-
 - How to identify vendor risk
 - How to mitigate vendor risk
 - How to monitor vendor risk
 - Who to contact for assistance
- **The Greater Good**, Marsh & McLennan Companies' Code of Conduct, is a significant part of the group culture and makes clear that business is conducted consistent with the highest ethical and professional standards and will not tolerate behaviour that deviates from those standards. Colleagues are expected to act with integrity, honesty, courage and promote mutual respect.
- **Speak Up Policy** Respect and a culture of openness in the workplace is a key aspect of the Marsh McLennan Code of Conduct. Colleagues and other business partners are encouraged to report any concerns, including any concerns relating to modern slavery or human trafficking.

Marsh McLennan's speaking up procedure, utilises an Ethics & Compliance Line (a service administered by third party) which makes reporting easy and confidential.

Training

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

There is additional training for those staff most likely to interact with supply chains with a potentially higher risk of encountering modern slavery.

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

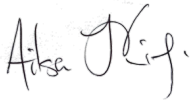
Going Forward

Marsh McLennan 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 risks of modern slavery or human trafficking.

This statement is made pursuant to section 54(1) of the *Modern Slavery Act 2015* and has been approved by the Boards of MCSL and MSL on 4 August 2022 and 8 August 2022.



Catherine Read
Chair
Marsh Corporate Services Limited



Ailsa King
Chair
Marsh Services Limited