

# MODERN SLAVERY STATEMENT

# 2024

# A MESSAGE FROM OUR CEO, MARSH McLENNAN PACIFIC

Dear Clients and Colleagues,

**At Marsh McLennan we build the confidence to thrive through the power of perspective.**

For over 150 years, Marsh McLennan has grown and evolved.

Today, we have over 90,000 colleagues spanning 130 countries with more than 4,500 colleagues in the Pacific Region.

This history helps inform how we view our businesses and the world.

We know that trust and respect are the result of how you act. They are the result of the hundreds, if not thousands of decisions businesses make every day.

In a world with increasing change and uncertainty, Marsh McLennan seeks to embody the spirit of our Code of Conduct, *The Greater Good*.

*The Greater Good* is about doing the right thing and building trust with communities. It means acting with integrity in all the communities we work in, and with the people and communities who support our businesses.

The goal of our Pacific Region Modern Slavery Policy is clear: we seek to avoid modern slavery in any part of our business, or in the business of our suppliers, and continue to take steps to identify and address modern slavery risks that may exist.

In continuing to operate with this goal in mind, we are pleased to share our fifth *Modern Slavery Statement*.

This statement builds on our earlier statements and provides an update on the actions we are taking to identify and address modern slavery risks. We seek to be vigilant, rather than to set and forget.

This means that we continue to strive for the highest standards of responsible conduct in our own activities and encourage the same from our partners and suppliers.

As our Modern Slavery Program has developed, we have sought to further integrate modern slavery risk management into our processes and practices, whilst also continuing our focus on the highest risk areas we have identified.

During the year, colleagues in our businesses across the Pacific Region supported the work of our Modern Slavery Program, including notably:

- Continuing to develop our modern slavery due diligence processes and engagement across operations and high-risk supply chains.
- Enhancement of our processes to assess and address modern slavery risk in our fund investment portfolios.
- Strengthening our colleague awareness and engagement with approximately 90% of new Pacific Region colleagues completing a modern slavery e-module as part of the on-boarding process during the Reporting Period.

This is all building trust by doing the right thing by our clients, colleagues and communities.

I encourage you to read and refer to this statement to understand how we have sought to put these commitments into practice.



**David Bryant**

CEO, Marsh McLennan Pacific

# 1 REPORTING ENTITIES

This joint Modern Slavery Statement (**'Statement'**) is made by MMC Holdings (Australia) Pty Ltd, on behalf of the Reporting Entities (the **'Reporting Entities'**) outlined in *Appendix One*. MMC Holdings (Australia) Pty Ltd is the ultimate owner of the other Reporting Entities and is itself a wholly owned subsidiary of Marsh & McLennan Companies, Inc. a company listed on the New York Stock Exchange. Marsh & McLennan Companies, Inc. is the parent company of the global Marsh McLennan group of companies (**'Marsh McLennan'**; **'Marsh McLennan Group'**; **'Group'**).

This Statement outlines the actions taken to assess and address modern slavery risk in the Reporting Entities' businesses and supply chains, including investment activities where relevant, over the period 1 January 2024 to 31 December 2024 (the **'Reportable Period'**). References to 'we' or 'our' are to the Reporting Entities and their owned or controlled entities unless otherwise stated.

There are a number of companies (including within the Guy Carpenter and Oliver Wyman businesses) that are related to or owned and controlled by the Reporting Entities, but which are not themselves Reporting Entities. All of the Reporting Entities are Australian entities, but some of these own and control entities in New Zealand, Fiji, Papua New Guinea, Malaysia and Singapore.<sup>[1]</sup> A reference to the **'Marsh McLennan Pacific Region'** in this Statement is a reference to Marsh McLennan's operations in Australia, New Zealand, Fiji and Papua New Guinea (PNG). Marsh McLennan Pacific Region provides services through a number of appropriately licensed entities.

<sup>[1]</sup> In December 2023, Marsh Pty Ltd, a Reporting Entity, completed the acquisition of the Honan Insurance Group ('HIG'), which operated businesses in Australia, New Zealand, Singapore and Malaysia.

As part of the integration of HIG into Marsh McLennan, responsibility for the businesses in Malaysia and Singapore was assigned to Marsh McLennan Asia, which is managed within Marsh McLennan separately from the Marsh McLennan Pacific Region. Consequently, these are not considered as part of this Modern Slavery Statement.



## 2 OPERATIONS, STRUCTURE AND SUPPLY CHAINS

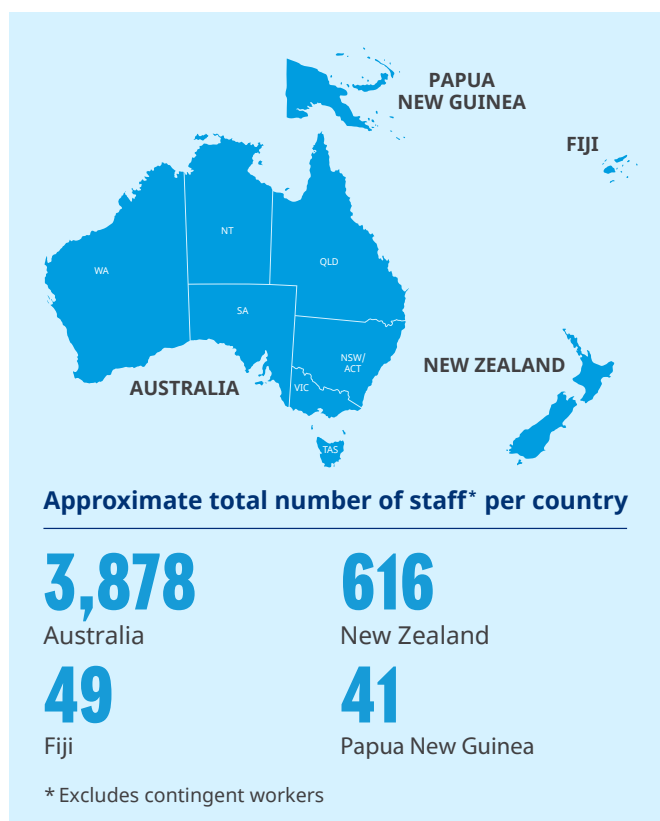
### 2.1 Operations

#### a) Our people and locations

Marsh McLennan is a leading professional services firm in the areas of risk, strategy and people, operating through four core businesses – Marsh, Mercer, Guy Carpenter and Oliver Wyman, each of which is described in *Section 2.3* below. Globally, more than 90,000 colleagues advise clients in 130 countries, helping them navigate an increasingly dynamic and complex environment through these four market-leading businesses.

In the Pacific Region, the majority of our roles are performed by skilled, educated professionals and administrators. Background checks are conducted for all new employees and the extent of the checks varies according to local procedures and the specific positions. Typically, these checks cover criminal history, verification of employment and education, global sanctions and credit or financial assessments.

We are committed to ensuring all colleagues are remunerated in line with relevant awards and industrial instruments and often provide remuneration well above minimum wage. Our annual review of staff remuneration includes a pay equity review where any colleagues identified to be an issue will have their remuneration adjusted. The majority of our staff are employed on full or part-time contracts, and we pride ourselves on being a flexible employer, with approximately 9% of our staff on part-time contracts. We make use of fixed-term contractors and external vendors to support our staffing arrangements to help meet client needs in key business projects, with approximately 16% of our workforce employed on these arrangements. Given the highly specialised nature of much of our work, especially in our consulting business, most of these workers are skilled professional specialists. We do not use labour hire companies for manual labour or low skilled work.





## b) Shared corporate functions

Our businesses and colleagues are supported by various global and local corporate functions and shared services including People and Culture/Human Resources, IT/Operations, Legal, Compliance & Public Affairs, Global Sourcing and Procurement (GSP), Company Secretariat, Marketing/Communications, Audit and Finance.

Many of these corporate functions are provided by local colleagues, directly employed within the Pacific Region's businesses, supporting their own entity and other Marsh McLennan entities but with access to the global shared services network. The internal Legal, Compliance & Public Affairs teams for Marsh and Mercer are examples of this, as are the local members of the GSP team.

In some cases, these shared services are provided by other Marsh McLennan companies that are not owned or controlled by the Reporting Entities. These services and entities do not fall neatly into either 'operations' or 'supply chain', but we describe these services throughout the report in relation to our 'operations' as they are part of the global Marsh McLennan Group and fall within Group policies and procedures, not within the policies and procedures of our third-party vendors managed through the GSP team and systems.



## 2.2 Supply chains

Global Sourcing and Procurement (GSP) is the shared service business unit that supports all our businesses globally.

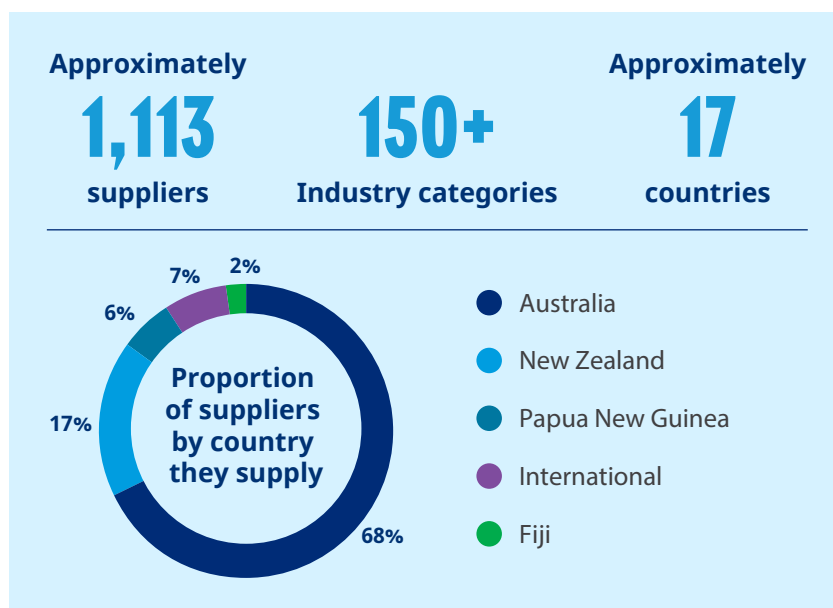
As such, centralised sourcing and procurement policies, processes and systems apply to the Reporting Entities as covered in this Statement. This includes supplier on-boarding and contracting, monitoring and payment, and supplier database management.

We transacted with 1,113 suppliers across the Pacific Region during the Reporting Period, from across more than 150 supplier sub-categories. Of the 1,113 suppliers, 68% were Australian based, approximately 17% were New Zealand based, 6% were Papua New Guinea based and 2% were Fiji based, with the remaining 7% from the rest of the world. Our supplier database indicates that these suppliers are based in around 17

countries, although 93% were domestic to the Marsh McLennan entity they were supplying (Australia, New Zealand, Fiji or Papua New Guinea), and 74% of the rest of the world vendors were in the United States or United Kingdom.

A substantial majority of spend with suppliers is domestic and concentrated in professional, legal and financial services, property and facilities, and corporate equipment and communications technology.

We also engage with a small number of global Marsh McLennan Group suppliers for our Pacific Region operations. These suppliers provide services to most Marsh McLennan companies globally, with the supplier relationships and monitoring largely managed by Marsh McLennan companies in the United States.



## 2.3 Structure

Marsh McLennan has four core businesses: Marsh, Guy Carpenter, Mercer and Oliver Wyman. A summary of each business is provided below.

### Risk and insurance services



#### 1. Marsh

Marsh is a global leader in delivering risk and insurance services and solutions. In the Pacific Region, our colleagues provide risk management, risk consulting, insurance broking, alternative risk financing and insurance program management services. Marsh has experts in many facets of risk and across industries, helping clients to anticipate, quantify and more fully understand the range of risks they face.

Marsh works with clients of all sizes to define, design and deliver innovative solutions to better quantify and manage risk, offering risk management, risk consulting, insurance broking, alternative risk financing, mutual risk broking and insurance program management services to businesses, government entities, organisations and individuals in the Pacific Region. These services are provided by the Marsh Reporting Entities and their related companies and wholly owned subsidiaries under core Marsh brands and sub-brands.

### Reinsurance and capital strategies



#### 2. Guy Carpenter

Guy Carpenter is a leading global risk and reinsurance specialist, delivering a powerful combination of broking expertise, capital solutions, trusted strategic advisory services and industry-leading analytics to help clients adapt to emerging opportunities and achieve profitable growth. Guy Carpenter provides expert advice on managing risk by helping clients identify, mitigate and transfer an evolving range of risks to optimise return on risk-adjusted capital; capital solutions, by helping clients determine the best strategy and portfolio mix from traditional reinsurance vehicles to the full range of capital market solutions; and wide-ranging strategic solutions to help clients discover and develop new markets, products and distribution channels that achieve long-term growth.

## Consulting and investment



### 3. Mercer

Mercer is a global leader in helping clients realise their investment objectives, shape the future of work and enhance health and retirement outcomes. Across the Pacific Region, Mercer draws on local and global expertise and insights to understand the unique needs and uncover opportunities to create positive change for clients across superannuation, investments, health and workforce consulting.

Mercer Superannuation (Australia) Limited provides members with a comprehensive suite of personal superannuation services, while Mercer's related activities and services include superannuation administration; technology and benefits outsourcing solutions; investment services; multi-manager investments; investment consulting and research services; and workforce consulting and products.

## Consulting



### 4. Oliver Wyman, Lippincott & NERA Economic Consulting

Oliver Wyman is a global leader in management consulting. Combining deep industry knowledge with specialised expertise in strategy, operations, risk management, actuarial and organisational transformation to help clients optimise their businesses, improve their operations and risk profile, and accelerate their organisational performance to seize opportunities. Close partnerships at every level in client organisations enable Oliver Wyman to bring fresh perspectives and creative thinking to tough problems, helping to create significant and lasting change.

Lippincott is a global creative consultancy at the intersection of brand, innovation and culture. An industry pioneer for more than 70 years, Lippincott partners with the world's leading companies to help them succeed on the edge of change.

NERA Economic Consulting provides economic analysis and advice to public and private entities regarding highly complex business and legal issues arising from competition, regulation, public policy, strategy, finance and litigation.






## 2.4 Modern slavery risk in our operations and supply chains

Modern slavery risks within our operations and supply chains are considered within the context of four key factors which elevate the actual or perceived risk of the potential for modern slavery. These factors are shown in the table below:

High risk business models	High risk geographies	Vulnerable populations	High risk sectors
Labour hire Outsourcing Offshore centres	Weak rule of law Corruption Conflict	Migrant workers Low education Base skill workers	Services Manufacturing Security

The following overview of our modern slavery risks remains materially the same as previously reported, as there has been no material change in our operations, supply chain and investment activities during the Reporting Period.

 Operations	 Supply chain	 Investment activities (Mercer Entities only)
<p>As professional services providers, we work in industries which we understand to have low operational modern slavery risk. Our operations mostly involve highly skilled work conducted by educated professionals and administrators. For these reasons, and the workplace policies and procedures we employ, the risk of modern slavery in our operations is considered to be low overall.</p> <p>However, we have identified some operational areas with an elevated risk profile:</p> <ul style="list-style-type: none"> <li>Some of our Reporting Entities operate in higher risk countries.</li> <li>Some of our shared corporate functions operate in higher risk countries.</li> </ul>	<p>A large number of our suppliers are based in Australia and operate predominately in lower risk industries (such as professional services). In this context, the risk that we have <i>caused or contributed</i> to modern slavery in our direct suppliers is considered to be low overall.</p> <p>However, we have identified some areas of our supply chain with an elevated risk profile which we understand may result in us being indirectly <i>linked</i> to modern slavery:</p> <ul style="list-style-type: none"> <li>Direct suppliers in higher risk countries (e.g. India, Malaysia and Philippines).</li> <li>Australian suppliers with supply chains in higher risk countries.</li> <li>Local suppliers operating in higher risk industries (e.g. facilities management, information and communication technologies, and food, beverage and hospitality).</li> <li>Domestic suppliers to our Fiji and PNG businesses.</li> </ul>	<p>The investment activities of some Reporting Entities are considered to be our most likely exposure to modern slavery risks, due to risk within underlying holdings of the Mercer Funds<sup>[2]</sup>. Modern slavery risk is considered low in Mercer's direct investment (i.e. the operations of our investment teams) and amongst our tier1 services providers, including custodians and investment managers.</p> <p>Within the Mercer Funds, the selection of underlying holdings is outsourced to external investment managers.</p> <p>The Mercer Funds are diversified across asset classes, industries and countries, therefore modern slavery risk will vary across the Mercer Funds, with those investing in higher risk countries and asset classes likely to be more exposed.</p> <p>Examples include:</p> <ul style="list-style-type: none"> <li>Higher risk asset classes, including emerging markets equities and emerging markets debt.</li> <li>Higher risk appointed external investment managers, based on risk assessment of holdings and responses to our surveys.</li> </ul> <p><i>Note: Investment activities only apply to some of our Reporting Entities within the Mercer businesses.</i></p>

<sup>[2]</sup> The Mercer Funds refers to the investment funds for which Mercer Investments (Australia) Limited ('MIAL') is the Responsible Entity or Trustee, and the investment options made available within the Mercer Super Trust, which are managed by MIAL. We note that there were other Mercer Pacific Entities, not themselves Reporting Entities but owned and/or controlled by Reporting Entities, that invested in the Mercer Funds in the Reporting Period.



### Inherent country risk – PNG and Fiji operations

We recognise that the risks of modern slavery are higher in Papua New Guinea ('PNG') where The Global Slavery Index 2023<sup>[3]</sup> estimates that 93,000 people live in modern slavery, resulting in PNG being ranked 5th highest for the prevalence of modern slavery in Asia and the Pacific. Walk Free's report 'Murky Waters: A Qualitative Assessment of Modern Slavery in the Pacific Region'<sup>[4]</sup> also highlights the prevalence of modern slavery in Fiji. Whilst the Marsh McLennan businesses in these countries are relatively small compared to other businesses within the Marsh McLennan Pacific Region, the approach to the assessment and management of modern slavery risks is the same, but with conscious regard to the heightened risks in these locations.

<sup>[3]</sup> Source: <https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf>

<sup>[4]</sup> Source: <https://cdn.minderoo.org/content/uploads/2020/03/04091414/Walk-Free-Foundation-Pacific-Report-03-2020.pdf>

## 3 ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

### 3.1 Highlights of the 2024 Modern Slavery Program

During the Reporting Period, Marsh McLennan in the Pacific Region progressed our Modern Slavery Program through a number of important actions to assess and address modern slavery risks. These included:



Approximately 90% of new Pacific Region colleagues completing a modern slavery e-module as part of the on-boarding process during the Reporting Period.



Continuing to risk assess suppliers and seek further engagement with those understood to be high risk. Deploying a new global supplier portal which will assist in the assessment of new supplier modern slavery risks.



Continuing our modern slavery risk assessment processes and engagement across operations and high-risk supply chains, including investment activities where relevant.



In countries identified as higher risk, Fiji and PNG, continuing to apply our Pacific Region Modern Slavery policy, and training new staff on modern slavery (including information on how to raise modern slavery concerns). Engaging with colleagues in the Group shared corporate functions in India to plan the development and deployment of a modern slavery learning module to colleagues in that region who provide service and support to the Marsh McLennan Pacific Region.



Continuing activities seeking to assess and address modern slavery risks in our investments, including enhancement of processes to assess modern slavery risks within investment portfolios.



Conducting an annual engagement survey of all appointed investment managers globally, which includes a section covering human rights, including modern slavery.



Mercer Investments (Australia) Limited continuing to participate in Investors Against Slavery and Trafficking Asia-Pacific (IAST APAC), an investor-led, multi-stakeholder project to promote effective action in finding, fixing and preventing modern slavery. Following the support provided to IAST during 2023 to develop recommended modern slavery metrics<sup>[5]</sup>, during the Reporting Period, Mercer supported IAST in sharing these with IAST members and further afield, such as with ESG data providers, companies and others.

<sup>[5]</sup> Source: <https://www.iastapac.org/2023/09/28/iast-apac-core-metrics-for-modern-slavery-action-disclosure-collection-and-publication/>



## 3.2 Operations

### a) Engagement with shared corporate functions operating in higher risk countries, including India

Marsh McLennan operates a Global Shared Services and Operations Division (GSD) in India, which provides a range of services to Marsh McLennan businesses globally. As noted in the summary of operational risks in *Section 2.4*, shared corporate functions in higher risk countries is one of the elevated risk areas we have identified.

To assist in addressing this risk, during the Reporting Period, we engaged with GSD colleagues in India to plan the development and deployment of a modern slavery learning module to colleagues in that region.

### b) All-colleague training

As identified in the prior Reporting Period, Marsh McLennan rolled out a modern slavery e-learning module to all colleagues in the Pacific Region, commencing in 2020. Approximately 90% of new Pacific Region colleagues completed the e-module as part of the on-boarding process during the Reporting Period.

As noted in our summary of operational risks in *Section 2.4*, a small number of our employees perform higher risk roles and/or work in higher risk countries. The training module, and the Marsh McLennan Pacific Region Modern Slavery Policy are designed to help address the risk of modern slavery in such higher risk roles, by educating staff on indicators of modern slavery, on their related rights and on our stance against all forms of slavery. Both the training materials and policy also inform colleagues on how to raise modern slavery concerns, either via their manager or by using the Marsh McLennan Ethics and Compliance hotline email or dedicated hotline telephone numbers.







### 3.3 Supply chains

As a professional services firm, we do not operate in an industry where modern slavery and other human rights abuses are prevalent, but we take these risks seriously. Processes are in place which aim to identify higher risk suppliers and to gather further information to inform actions to address these risks. In the Reporting Period, as part of our objective to continue to refine and improve the modern slavery risk assessment and supplier engagement program, we deployed a new global supplier portal which will assist in the assessment of new supplier modern slavery risks.

During the Reporting Period, we also continued to:

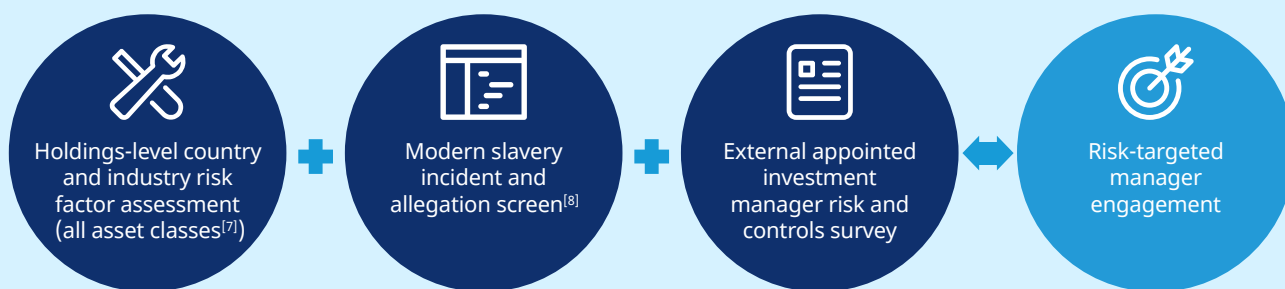
- Assess modern slavery risks of all new Australian, New Zealand, Fiji and PNG suppliers providing goods or services in industries with a higher inherent risk.
- Include modern slavery contractual clauses in our standard terms and conditions and contracts with our suppliers.
- Use standardised request for proposal (RFP) templates which include Environmental, Social and Governance (ESG) related questions covering modern slavery risk assessment.

## 3.4 Investments (Mercer and Mercer Funds)

This section relates to two specific Mercer entities, Mercer Investments (Australia) Limited (MIAL) and Mercer Superannuation (Australia) Limited (MSAL). References to 'Mercer' or 'our' in this section relate only to MIAL. MSAL relies on MIAL as implemented consultant, manager, Responsible Entity or Trustee of the relevant Mercer managed assets<sup>[6]</sup> under MSAL's oversight, to assess and address modern slavery risks in respect of its investment activities.

Mercer's sustainable investment approach has included consideration of modern slavery as an important human rights issue for many years. In the Reporting Period, activities related to modern slavery continued to be incorporated into Mercer's sustainable investment program, notably through portfolio assessment, manager engagement and industry collaborative initiatives, as detailed below.

### Key steps for assessing and addressing modern slavery risk



During the Reporting Period, we enhanced our approach to assessing modern slavery risk in our investment portfolios by subscribing to a third-party modern slavery analysis service. The enhanced approach most particularly applies to the key asset classes of Listed Equities and Corporate Credit. As an example, the data available through this service includes assessments of covered companies' activities to manage and disclose modern slavery risk, which enables us to better focus on securities with higher risk and relatively poorer practices in the management and disclosure of this risk.

<sup>[6]</sup> The non-Mercer managed assets under MSAL's oversight are not covered in the scope of this Investments section. Implemented consultants and other investment-related service providers are suppliers of the type addressed in Section 3.3 above.

<sup>[7]</sup> Subject to data availability, noting that fixed income has the lowest data availability, and cash is taken to be an overall low-risk asset class so individual holdings are not assessed.

<sup>[8]</sup> This covers listed equities and corporate credit and uses data from a third-party provider (ISS ESG).

<sup>[9]</sup> The data available is subject to coverage limitations, with the company disclosure assessment currently including around 7,000 companies, although this data is used to estimate results for companies not covered by the primary research.

## a) Policy, process and disclosure

- Our product offer documents, in conjunction with MIAL's updated Stewardship Policy<sup>[10]</sup>, disclose how ESG risks and opportunities, including human rights and modern slavery risks are managed.
- Sustainable investment (SI) reporting to clients, which included findings from modern slavery issues monitoring and related manager survey findings.
- Internal SI reporting on modern slavery activities to the Investment Management team and relevant Boards as part of regular, ongoing SI monitoring and annual Board reporting.

## b) Assessing risk

- Portfolio holdings assessment for potential modern slavery risk for the Mercer Funds, identifying the highest risk underlying holdings and investment strategies, based primarily on country and industry risk data<sup>[11]</sup>.
- Conducting an annual engagement survey of all appointed investment managers globally, which included a section covering human rights including modern slavery.
- Conducted a review of the investment risk assessment approach, adjusting inputs to leverage modern slavery risk data now sourced from a third party.

## c) Addressing risk

- Conducting follow-up engagement with prioritised investment managers, based on the results of portfolio risk assessment and manager surveys, to encourage ongoing improvement.
- Continued participation in Investors Against Slavery and Trafficking Asia-Pacific (IAST APAC), an investor-led, multi-stakeholder project seeking to promote effective action in finding, fixing and preventing modern slavery in operations and supply chains.
- Following the support provided to IAST during 2023 to develop recommended modern slavery metrics<sup>[12]</sup>, during the Reporting Period, Mercer supported IAST in sharing these with IAST members and further afield, such as with ESG data providers, companies and others. Specifically, on behalf of IAST, Mercer engaged with an ESG Data Provider to seek incorporation of IAST's recommended modern slavery metrics in their research or tools. The data provider subsequently completed a mapping of their data sets to the IAST metrics and provided this to their clients as part of a broader human rights-related update. We believe that this will make it easier for a wider group of investors to become aware of, utilise and align to industry good practice in assessing modern slavery risks in investment portfolios.
- Continued participation in a collaborative Human Rights Industry Working Group led by Responsible Investment Association of Australia (RIAA). This group seeks to promote good practice among investors in relation to understanding and managing human rights issues in investments, including modern slavery.



<sup>[10]</sup> In December 2024, MIAL's Sustainable Investment Policy was retired and replaced by an updated ESG Considerations section within Offer Documents and a new Stewardship Policy.

<sup>[11]</sup> It is noted that this risk assessment approach has limitations, including reliance on 'inherent risk' data at the country and industry level, assumptions and limitations carried over from the external primary research used, and the reality that modern slavery is known to be under-reported. Nonetheless, the approach is designed to reach an appropriate understanding of the exposure to modern slavery risk.

<sup>[12]</sup> Source: <https://www.iastapac.org/2023/09/28/iast-apac-core-metrics-for-modern-slavery-action-disclosure-collection-and-publication/>

## 4 ASSESSING THE EFFECTIVENESS OF ACTIONS TAKEN

The Reporting Entities will aim to achieve, where practicable, year on year improvement in our approach to assessing and addressing modern slavery risks in our operations and supply chains, including investment activities.

Throughout the Reporting Period, the Reporting Entities assessed the effectiveness of actions being taken to address modern slavery risks through regular monitoring of outcomes.

During 2025, we shall look to progress the following:

- Continuation of staff training to ensure awareness of modern slavery risks.
- Continuation of engagement with investment managers to assess their approach to modern slavery risks.
- Further engagement with GSD colleagues in India to support delivery of modern slavery risks awareness training.
- Continuation of engagement with IAST APAC in support of IAST APAC initiatives to promote effective action in finding, fixing and preventing modern slavery.





## 5 PROCESS OF CONSULTATION AND APPROVAL

The Reporting Entities consulted on modern slavery matters with stakeholders across the Marsh McLennan Pacific Region as outlined in this Statement.

Senior management and directors of the Reporting Entities were consulted during preparation of this Statement and were provided with a copy of this Statement prior to its publication.

This Statement has been approved by the principal governing body of MMC Holdings (Australia) Pty Ltd, on behalf of the Reporting Entities, and is signed by a director of the company.



**Wayne Vergano**

Director, MMC Holdings (Australia) Pty Ltd



# APPENDIX ONE

## REPORTING ENTITIES – 2024<sup>[13]</sup>

### Marsh McLennan Holding Companies (the ‘Marsh McLennan Pacific Holding Companies’)

MMC Holdings (Australia) Pty Ltd  
ABN 41 607 891 207

Marsh Mercer Holdings (Australia) Pty Ltd  
ABN 86 097 026 812

*These are holding companies with no direct operations or staff.*

### Marsh Entities (‘Marsh Reporting Entities’)

Marsh Pty Ltd  
ABN 86 004 651 512

*Insurance broking, risk consulting, asset valuation, workplace health, safety and rehabilitation and training solutions.*

JLT Risk Solutions Pty Ltd  
ABN 69 009 098 864

*Discretionary Trust and Mutual Fund Services.*

### Mercer Entities (‘Mercer Reporting Entities’)

Mercer (Australia) Pty Ltd  
ACN 005 315 917

*The core Mercer Entity for Australia, providing centralised shared services to Mercer entities in Australia and New Zealand.*

Mercer Outsourcing (Australia) Pty Ltd  
ACN 068 908 912

*Outsource service provider to third-party superannuation funds trustees as well as the Mercer Super Trust. These services are primarily fund administration.*

Mercer Investments (Australia) Limited (‘MIAL’)  
ACN 008 612 397

*Responsible Entity/Trustee of a range of managed investment schemes, provider of investment consulting and research services.*

Mercer Passive Australian Shares Fund  
ARSN 160 295 009

Mercer Cash Fund  
ARSN 111 237 346

Mercer DG (ex p) Trust  
ARSN 111 235 11

Advance Private Debt Fund (Unregistered)

Advance International Shares Multi-Blend Fund  
ARSN 087 295 501

Mercer Indexed Australian Shares Fund  
ARSN 086 512 834

Mercer Indexed International Shares Fund  
ARSN 086 513 564

Multi-Manager Balanced Fund  
ARSN 098 405 380

Mercer Tailored #1 Trust (Unregistered)

WSSP Australian Equities Trust (Unregistered)

*Registered and unregistered funds of which MIAL is the Responsible Entity/Trustee.*

Mercer Consulting (Australia) Pty Ltd  
ACN 153 168 140

*Provider of consulting services relating to actuarial, health & benefits, human capital, investments, mergers & acquisitions and other related services*

Mercer Superannuation (Australia) Limited  
ACN 004 717 533

*Trustee and issuer of regulated superannuation funds.*

Mercer Super Trust

*This entity is a regulated superannuation fund with MSAL as the Registrable Superannuation Entity Licensee that is captured as a reporting entity in its own right.*

<sup>[13]</sup> Reporting Entities may change compared to the prior Reporting Period if an entity meets, or does not continue to meet, the revenue threshold.

# APPENDIX TWO

## REPORTING CRITERIA

Reporting criteria		Section
1. & 2.	Identify the reporting entity and describe its structure, operations and supply chains.	Sections 1 and 2 Appendix 1
3.	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls.	Section 2 and 3
4.	Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes.	Section 3
5.	Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	Section 4
6.	Describe the process of consultation with any entities the reporting entity owns or controls.	Section 5
7.	Any other relevant information.	Appendix 2



Marsh GuyCarpenter Mercer OliverWyman