Our Approach to ESG

**OUR ESG LEADERSHIP STARTS AT THE TOP**

Our Board of Directors oversees ESG, including through its Corporate Responsibility Committee, which was created in 2008. Colleagues across our four global businesses and corporate departments identify and advance our ESG priorities through our management ESG Committee, which reports periodically to the Board.

The Board’s risk oversight starts with an annual review of the Company’s key enterprise risks. Senior management briefs the Board on its strategy for each risk and provides a mid-year status update and a report at year-end. The Board receives updates on specific risks throughout the year, including on human capital management and cybersecurity.

**WE ARE COMMITTED TO BEST PRACTICES IN GOVERNANCE**

Our President and CEO Dan Glaser signed on to the US chapter of the 30% Club, a campaign for greater representation of women on corporate boards and in other leadership roles. Several of our businesses are also members of chapters around the world.

“Tone at the top” matters, which is why our Guidelines for Corporate Governance include the Board’s and management’s responsibility for culture.

**OUR COLLEAGUES ARE OUR GREATEST STRENGTH**

Our ambition is to make Marsh & McLennan a place where extraordinary people can do the best work of their careers.

Resource Groups connect our colleagues with peers and serve as powerful business networks.

We have been recognized as a great place to work.

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We have voluntarily disclosed and externally verified our company’s annual carbon data since 2011.

We measure our carbon emissions as part of our annual submission to CDP (previously Carbon Disclosure Project), and we reduced our total emissions by 5% in 2018.

100% of our IT equipment around the world is now reused, harvested for useful materials and recycled. In just one year, 200 tons of technology components never entered the waste stream.

We were chosen by CDP as a Supplier Engagement Leader and were recognized with a Leadership in Greener Purchasing Award from Office Depot North America.

We invite you to learn more about our ESG initiatives at www.mmc.com/esg.