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Mercer shall not provide, risk consulting, claims or other services or provide any benefit to the extent that the provision of such services or benefit would violate applicable law or expose Mercer or its affiliates to any sanction, prohibition or restriction under UN Security Council Resolutions or under other applicable trade or economic sanctions, laws or regulations.

Mercer will not provide broking, risk consulting or other services for Iran or Cuba related activities. This decision is based on the Company's assessment of the ongoing situation in Iran, taking into account a wide range of variables, including: (i) limited data availability for this location; (ii) economic and trade sanctions risks and (iii) other commercial and reputational considerations.

We apologise for any inconvenience this may cause. We will continue to monitor this situation for any changes that may allow Mercer to provide this information in the future.