

Privacy & Data Protection Summary

MARSH PHILIPPINES, INC., in coordination with its parent company, Marsh McLennan, ("the Company"), maintains various administrative, technical, and physical safeguards to protect personal information maintained by MARSH PHILIPPINES, INC., whether this information is contained in paper or electronic format. These measures are designed to:

- Maintain the security and confidentiality of personal information;
- Protect against anticipated threats or hazards to the security or integrity of personal information; and
- Protect against unauthorized access to or use of personal information in a manner that creates a substantial risk of identity theft or fraud.

In summary, **MARSH PHILIPPINES, INC.**'s approach to privacy and data protection includes the following measures:

- Development of policies and standards that are required, from time to time, to remain consistent with key requirements of applicable laws and regulations (where appropriate) in order to protect the personal information in its possession or under its control;
- An information security program that includes technical, physical and administrative safeguards and procedures, annual privacy and information security training, and periodic testing and monitoring of privacy and information security controls to assess the controls and consider improvements;
- Addressing any data protection concerns and incidents that may arise from time to time, which may include the imposition of disciplinary measures for violations of applicable policies and standards - up to and including termination of employment. In addition, it is contrary to the Company's Code of Conduct to retaliate against anyone who reports a violation of this program or who cooperates in an investigation regarding non-compliance; and,
- Taking reasonable steps to verify that any third-party service provider with access to personal information has the capacity to protect such information in the manner consistent with MARSH PHILIPPINES, INC.'s commitments and the requirements of applicable laws and regulations.