

# COMMUNITY AND ENVIRONMENT POLICY



Marsh is committed to corporate social responsibility in the areas that we work, play and live.

Our Community & Environment Programme has therefore been designed to make a sustainable and ongoing contribution to the community and environment in New Zealand.

The Programme was launched in August 2010, incorporating our existing community and environment projects – as well as establishing a number of exciting new initiatives. We are committed to growing the depth and breadth of this programme in the future and continuing to advance our role in this important area of focus for businesses in New Zealand.

## PRINCIPLES

The guiding principles of the Marsh Community & Environment Programme are company leadership and encouraging colleague participation that leads to a contribution to the community and the environment.

## OBJECTIVES

Our Community and Environment policy has been designed to support Marsh's corporate objectives of:

- Influencing positive outcomes for not for profit organisations and their beneficiaries.
- Providing development opportunities for our colleagues outside the traditional scope.
- Supporting an environmental culture through water management, facilities, resources, etc.
- Enhancing our brand and corporate reputation within the wider community.

This policy encompasses guidelines for community initiatives, environment initiatives and wellness initiatives as follows:

## COMMUNITY INITIATIVES

The key community initiatives of the Marsh Community & Environment Policy include:



### VOLUNTEER SUPPORT DAYS

An individual can apply to their manager to take one day per year to do voluntary leave. This leave could include supporting charity activities, participation in educational activities etc.



### EMERGENCY SERVICES LEAVE

Marsh will provide up to five days paid special leave per year for someone to attend training or call out for a recognised Emergency Service Organisation (ESO).



### WORKPLACE GIVING PROGRAMME

If a colleague makes pretax donations from their pay to a recognised charity that is defined by the tax act (excluding schools), these donations will be matched by Marsh up to \$1,000 per colleague per annum.



#### COMMUNITY FUNDRAISING PROGRAMME

We will provide time and support towards charitable activities which include various – fundraising initiatives.

- Utilising printing dots to print documents when required.
- Sending out reminders to turn computers off at the end of the day and advising people to use electricity prudently.



#### PROVIDE ANNUAL SPONSORSHIPS

We will provide support to our preferred charities, including The Variety Club and The Salvation Army, through both financial and volunteer support.



#### GREEN PRODUCTS

Our commitment is to utilise green products and services including:

- Moving towards green cleaning in all 11 office locations.
- Procuring green products whenever possible.

### ENVIRONMENT INITIATIVES

The key environment initiatives of the Marsh Community and Environment Policy include:



#### RECYCLING INITIATIVES

Our commitment is to procure recyclable office products whenever possible and recycle the following items:

- Paper/ cardboard
- Plastics
- Ink cartridges
- Mobile phones

### WELLNESS INITIATIVES

Marsh is committed to providing our people with a healthy work life balance.

Our wellness programme includes initiatives such as:



#### EMPLOYEE COUNSELLING SERVICE



#### FREE ANNUAL 'FLU JABS'



#### PROVIDING FRESH FRUIT



#### POWER SAVING INITIATIVES

Our commitment is to use energy efficient solutions for our offices in New Zealand, including:

- Utilising long life lights in all office locations.
- Changing office equipment settings to revert to power save when left for longer than 15 minutes.

## CONTACT

For further information about this policy please talk to your Marsh Client Executive or contact:

DENISE MOLLER  
Marketing & Communications  
Manager, New Zealand  
+64 (0)9 928 3083  
denise.moller@marsh.com

For more information about our community initiatives please visit:  
[www.marsh.co.nz](http://www.marsh.co.nz)

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