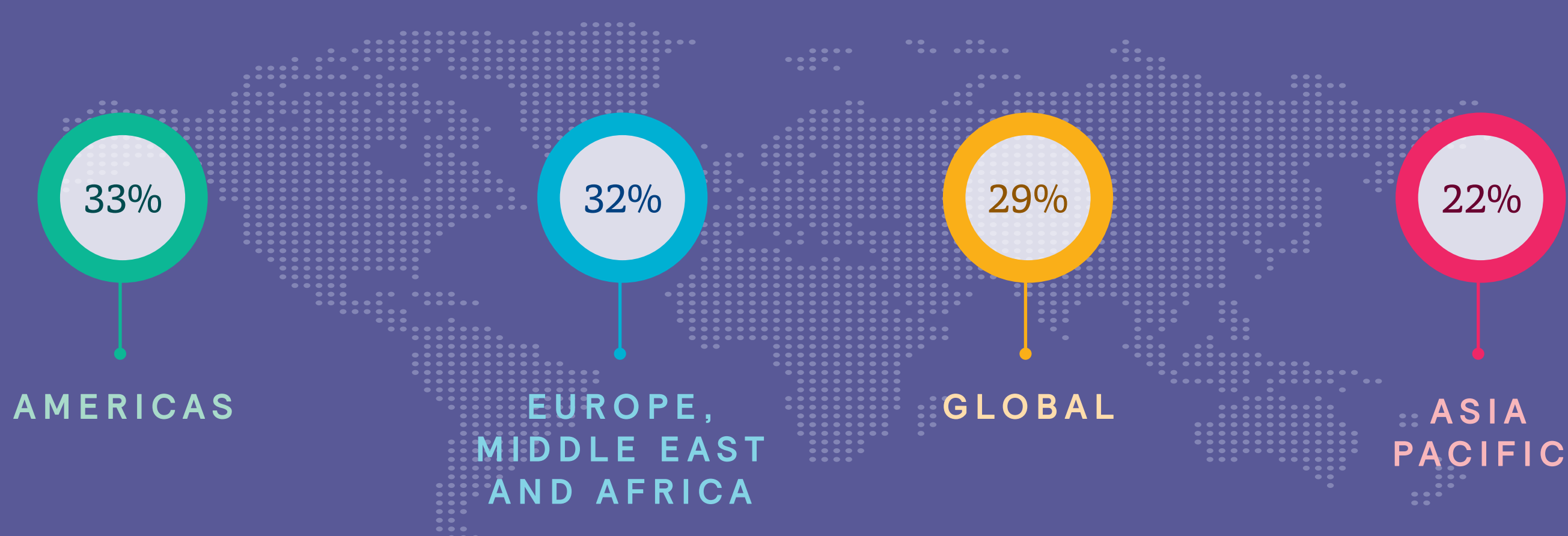


ADOPTION LEAVE TRENDS

Adoption leave is not a statutory requirement in many countries and is sometimes covered under a more general parental leave policy. Entitlements vary and may be a defined number of days for both parents to share or each parent may receive eligibility for a separate set of days. Mercer has conducted an extensive investigation into maternity, paternity, adoption and other family leave. The results are available in Mercer's 2016 Global Parental Leave report.

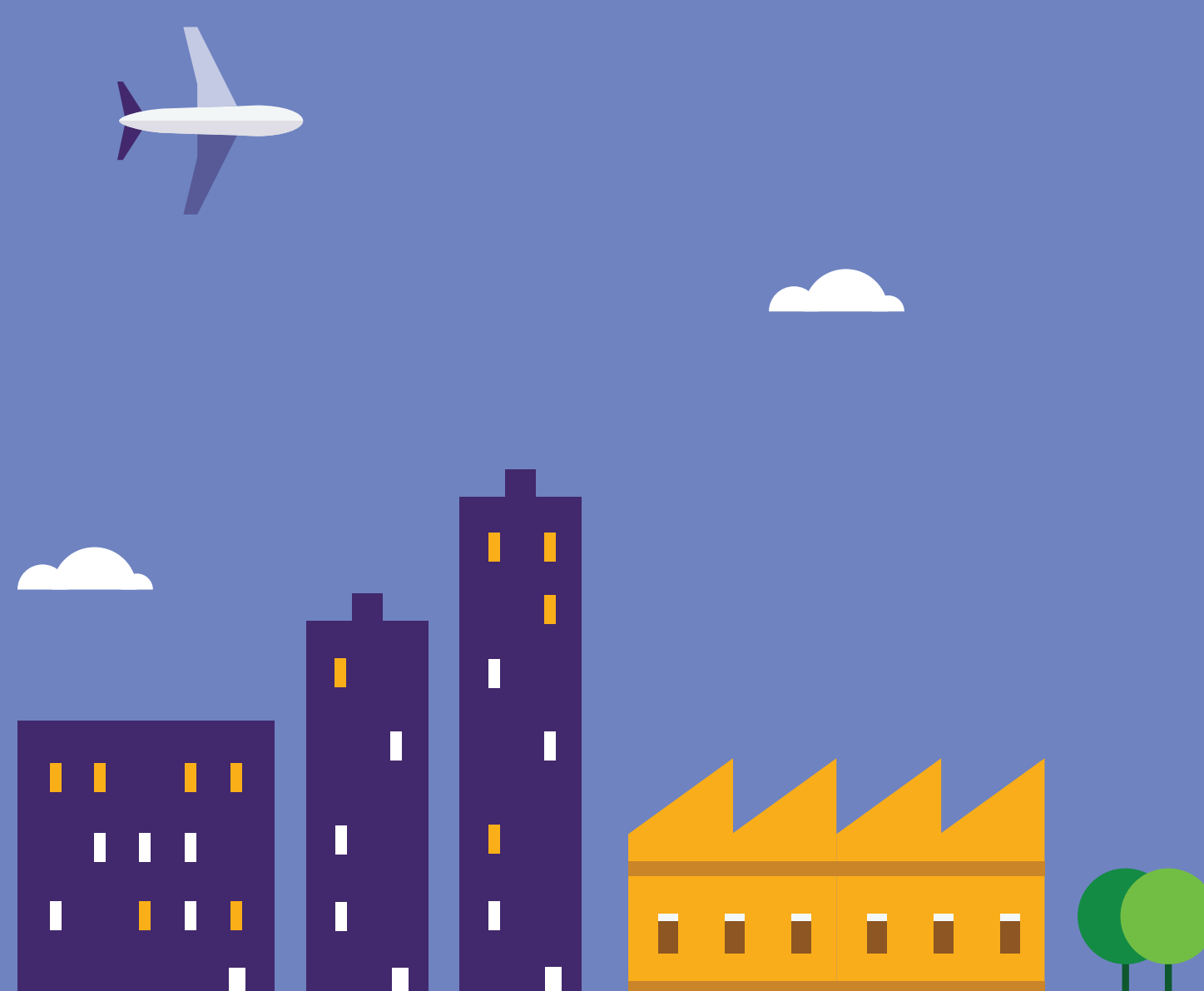


ADOPTION LEAVE ABOVE THE STATUTORY MINIMUM, PERCENTAGE OF COMPANIES



Globally, just more than one-quarter (29%) of companies worldwide provide adoption leave above the statutory requirements; this practice is highest in the Americas and lowest in Asia Pacific.

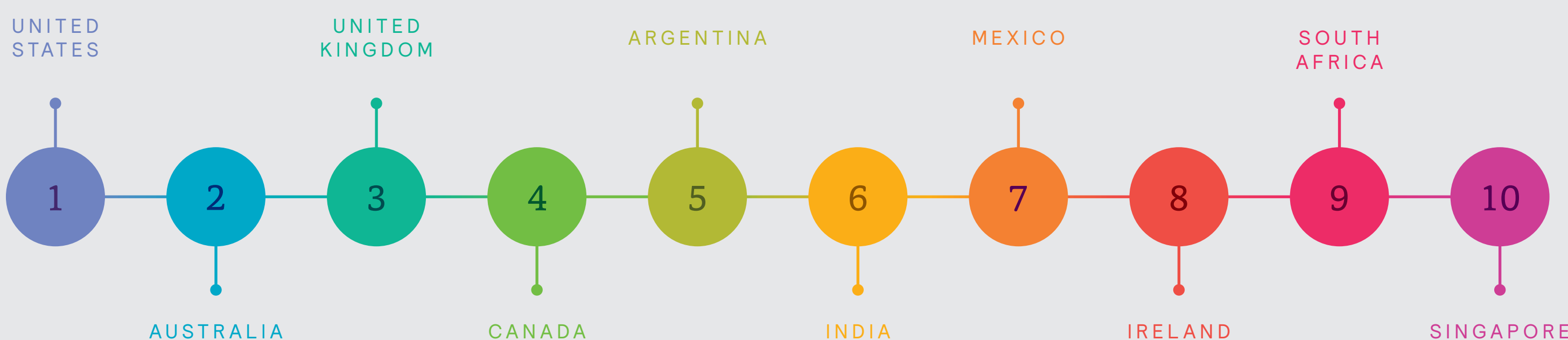
CHANGING ATTITUDES



A parental leave policy that either parent can use accommodates the more diverse family structures now found in many countries. Companies were asked how they handle adoption leave for same-sex couples and the majority (87%) indicated the leave is handled the same as for opposite-sex couples.

THE TOP TEN

The top ten countries with the highest percentage of organizations providing adoption leave above the statutory requirement are indicated below. Several of these countries do not require companies to provide paid adoption leave, but many do so anyway. Therefore, any leave provided is considered above the statutory minimum.



Note: The country rankings are based on weighted statistics within the global database. The database includes 50 countries. Some countries do not have a statutory requirement for companies to provide adoption leave; therefore, any leave provided is considered "above" the statutory minimum. There is no statutory requirement for paid adoption leave in the United States, Australia, Canada, Argentina, India and South Africa. Several US states have statutory leave requirements. Australia and Canada include adoptive parents under their parental leave program.

As the definition and gender composition of families evolve over time, companies may choose to redefine their policies to ensure inclusivity. To attract and retain skilled global talent, and manage a diverse global workforce, organizations need accurate, up-to-date information on everything from salary trends to local statutory benefits.

For more information on Mercer's 2016 Global Parental Leave report, visit www.mercer.com. To purchase a copy of the global, regional or country report, visit our website at www.imercer.com/gpl.

