



Human Rights Statement

Our clients, colleagues and other stakeholders expect us to conduct our business with integrity and in an environmentally and socially responsible manner with the highest ethical standards. We take these expectations seriously and have embraced principles that are aligned with our business priorities, are consistent with our commitment to ethical and sustainable practices and demonstrate our respect for those communities in which we operate across the globe.

WTW respects the dignity and worth of every individual and is committed to upholding human and workplace rights across our company, wherever we do business. This statement supplements and does not supersede any other statement or policy that incorporates guidance related to human and workplace rights, including but not limited to our Code of Conduct. It applies to all WTW colleagues worldwide, candidates for employment and contingent workers wherever our business is conducted.

We believe in the fair treatment of all people. We support human rights in all aspects of our business and expect our business partners to share this commitment.

We support recognized international human rights principles and labor standards, including the United Nations Universal Declaration of Human Rights.

Community and stakeholder engagement

WTW recognizes that a significant part of being a good corporate citizen is caring about our communities and taking steps to help reinvest in and strengthen them now and for the future. In support of this, our local business leaders are empowered to support charities and our corporate social responsibility colleague-led network groups which are managed at the office, market, country or regional level are focused on Environmental, Social and Governance (ESG) themes like charitable giving, fundraising, volunteering and environmental sustainability.

WTW supports fulfilling its responsibility in the following areas:

A respectful environment for all: WTW is committed to providing a collaborative and respectful work environment for its colleagues, clients and suppliers and takes the steps necessary to ensure that such a work environment is maintained.

WTW will not tolerate unlawful harassment or other forms of unlawful discrimination or unprofessional or inappropriate conduct in the workplace.

WTW is committed to promoting a supportive, respectful and inclusive environment where all colleagues feel safe, heard and valued. We want our workforce to reflect the different and varied markets we operate in and a culture of inclusivity where all our colleagues can bring their best self to work every day, feeling welcomed and valued.

The right to form and join employee representative associations: WTW respects our colleagues' right to join, form or not to join employee representative associations, including labor unions, works councils or other related collective bargaining organizations, without fear of reprisal, intimidation or harassment.

A safe and healthy workplace: WTW is committed to providing a safe and healthy work environment for its colleagues and visitors in accordance with applicable laws, regulations and WTW policies.

WTW is committed to helping colleagues focus on their own wellbeing and actively promotes the importance of caring for physical, emotional and mental health.

Personal security and safety: WTW is committed to providing a safe and secure work environment to protect our assets, colleagues and visitors.

Prevention of forced or involuntary labor, including human trafficking and modern slavery: WTW believes that the recruitment, transportation or harboring of people by means of threat, force, coercion or

abduction for the purpose of having control over those people and exploiting them for work is wrong and we strive to take steps aimed at combatting such activity. Additional information can be found in our anti-slavery and human trafficking statements for applicable jurisdictions.

Prevention of child labor: WTW commits to not employ child labor referring to the minimum age for employment in the applicable jurisdiction and we comply with local laws and regulations aimed at preventing the use of such labor. Additionally, WTW commits to managing our supply chain with the goal of prohibiting child labor. “Child” refers under the minimum age for employment in the applicable country where the services or products are provided.

Fair pay, working hours and benefits: WTW is committed to following fair pay practices and providing fair working hours and benefits to its colleagues, which are compliant with applicable local country laws and regulations.

Environmental footprint: WTW is committed to protecting the environment by reducing our company’s carbon footprint, using sustainable practices and operating in a socially responsible manner. We strive to minimize our emissions through improvements to energy efficiency in our operations, reducing our need for business travel through the use of virtual meeting technologies, promoting recycling, minimizing the waste we send to landfill, purchasing environmentally responsible office supplies and encouraging our colleagues to adopt environmentally responsible habits. This commitment is also supported by our global approach to how we work, allowing flexibility related to remote working based on colleagues’ work activities.

Guidance and reporting for colleagues

WTW will review and respond to all reports of Human Rights concerns and will act to mitigate any adverse human rights impacts.

For employees, contact any of the following resources with questions, concerns or reports: your manager, HR, Legal, Compliance or the WTW Hotline (the “Hotline”). If you have a question about the Code of Conduct, company policy or the law, always seek guidance.

For external parties and employees, the WTW Hotline is provided by an independent third-party. It is available 24 hours a day, seven days a week. While individuals are encouraged to identify themselves, anonymous reports are accepted where local law allows. Anonymous reports will be addressed to the extent possible based on the information provided. You may call the Hotline free of charge. Please refer to the Hotline numbers listed [here](#). Reports may also be made online [here](#).

WTW will not tolerate retaliation against anyone who, in good faith, reports a possible violation of the law, our Code of Conduct, any company policies or anyone who questions actions by the company or participates in an internal investigation.

Legal Disclaimer

Forward-Looking Statements

Some of the statements contained on the Company's website are forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, and Section 21E of the Securities Exchange Act of 1934, which are intended to be covered by the safe harbors created by those laws. These forward-looking statements include information about possible or assumed future results of our operations. All statements, other than statements of historical facts, that address activities, events or developments that we expect or anticipate may occur in the future, are forward looking statements. Also, when we use words such as "may," "will," "would," "anticipate," "believe," "estimate," "expect," "intend," "plan," "probably," or similar expressions, we are making forward-looking statements. Such statements are based upon the current beliefs and expectations of the Company's management and are subject to significant risks and uncertainties. Actual results may differ from those set forth in the forward-looking statements. All forward looking disclosure is speculative by its nature. A number of risks and uncertainties that could cause actual results to differ materially from the results reflected in these forward looking statements are identified under "Risk Factors" in Item 1A of our Annual Report on Form 10-K and in our subsequent filings. These statements are based on assumptions that may not come true and are subject to significant risks and uncertainties. Although we believe that the assumptions underlying our forward looking statements are reasonable, any of these assumptions, and therefore also the forward-looking statements based on these assumptions, could themselves prove to be inaccurate. In light of the significant uncertainties inherent in the forward looking statements included in our Annual Report on Form 10-K and subsequent filings, our inclusion of this information is not a representation or guarantee by us that our objectives and plans will be achieved. Our forward-looking statements speak only as of the date made and we will not update these forward-looking statements unless the securities laws require us to do so. In light of these risks, uncertainties and assumptions, the forward-looking events discussed on our website may not occur, and we caution you against unduly relying on these forward-looking statements.

Risk Factors

As discussed above, a number of risks and uncertainties could cause actual results to differ materially from those projected in any forward-looking statements. The Company's risk factors are described in "Risk Factors" in Item 1A of our Annual Report on Form 10-K and in our subsequent filings and should be carefully considered in evaluating our business. The risk factors described in our filings are not the only risks and uncertainties that we face. Additional risks and uncertainties that are presently unknown to us could also impair our business operations, financial condition or results.

Policy Statements

Each of the policy statements attached to this Legal Disclaimer is a statement of general policy. It is possible that specific circumstances in our global operations may differ from those described in our policy statements.