



# Procurement & Supply Chain Statement

At WTW we aim to work with suppliers who share our values and we expect high standards of business conduct from those who represent us or do business with us. We are continually working to improve policies, processes and guidelines for managing sustainability in the supply chain.

## Supplier practice

Our form of supplier contract stipulates that all operations shall be conducted in full compliance with any and all valid and applicable laws, rules and regulations adopted by any governmental agency, whether local, state or federal, to the extent applicable to, and required for, the conduct of supplier's business operations in connection with the contract. This includes compliance with applicable environmental or social laws.

All WTW colleagues must comply with our Code of Conduct and undertake annual Code of Conduct training. This helps ensure our colleagues understand the relevant compliance expectations we have for our suppliers.

## Supplier qualification and monitoring for ESG

Our sourcing and supplier qualification process including supplier RFI and RFP requests include environmental, social and governance (ESG) factors to align with WTW values.

Once in the supply chain, quarterly and annual business reviews are held with strategic suppliers to help ensure their corporate behavior remains consistent and compliant throughout the relationship.

## Supplier diversity

There is an increased demand from Fortune 500 companies seeking engagement with minority and women owned companies as part of their requirements for doing business. We have an opportunity through our commitment to inclusion and diversity to strengthen our approach, messaging and delivery of this to our clients. Procurement and the business are partnering to develop a data-driven, client-centric and more consistent approach to improve WTW internal spend with diverse suppliers, using technology and improved sourcing practices. A supplier diversity report is generated each quarter and distributed for general use within our business segments and for disclosure to our clients where required to support contractual obligations and RFI/RFP requests.

Learn more: [Supplier diversity statement](#)

# Anti-slavery and human trafficking

The nature of our business as a provider of professional services to corporate clients means that we have a low risk for slavery and human trafficking violations. However, because a higher risk may exist in our supply chain, it is important that relevant colleagues and suppliers are made aware, via our Code of Conduct and contracts, of the prohibitions against human trafficking and understand that the Company will take appropriate action against any colleague, agent, subcontractor or supplier that violates those prohibitions. Company requirements relating to our vendors, including due diligence, onboarding and monitoring, tender processes and contracting requirements, are intended to minimize the risk that our supply chain benefits from human trafficking. Our Code of Conduct, which applies to all Company colleagues includes a hotline provided by an independent third party to report any concerns.

## Child labor

As noted in the “Supplier practice” section above, our form of supplier contract stipulates that all operations shall be conducted in full compliance with any and all valid and applicable laws. Where the form is in place, this includes compliance with any applicable laws related to child labor.

## Environmental sustainability

We are committed to improving our suppliers' environmental impacts by:

- increasing our demand for and use of goods that are developed in a sustainable way;
- contributing to a reduced carbon footprint, including through environmental questions and evaluation criteria within our procurement processes; and
- having in place a form of supplier contract that stipulates that all operations must be conducted in full compliance with all applicable laws in connection with the contract
- Similar to other professional services companies, WTW's direct impact on the environment primarily comes from office based operations and business air travel. As a result, we focus on these areas through our procurement practices.

## Sustainable procurement

We work with our suppliers to procure a wide variety of goods and services that are developed in a sustainable way and contribute to a reduced carbon footprint. Examples include recycled office supplies, paper, toner, kitchen and pantry products, environmentally-friendly cleaning supplies and renewable energy.

## Printed materials

Reducing paper use and increasing recycling have been an ongoing focus. This has includes:

- reducing print volumes, and therefore paper, toner and equipment usage and power by implementing print on demand technology and scanning capabilities and by having fewer printers in our offices; and
- defaulting printers to double-sided black and white printing to help reduce the consumption of paper and toner.

Procurement has supported the selection of a global print machine supplier to deploy software technology on multi-functional devices to bring these print practices forward.

## Business travel and meetings

We work with our preferred airline and hotel chain suppliers to track and assess our business traveler's environmental footprint and collaborate on more sustainable ways to meet and travel.

# Risk and Compliance

The WTW Supplier Risk Management Working Group is committed to managing the risk associated with strategic suppliers including;

- WTW's use of these suppliers within the boundaries of the Company's risk tolerance framework; and
- any limits and policies set by our [Global Leadership](#) or [Board of Directors](#)

The Supplier Risk Management Working Group is sponsored by the Head of Procurement and comprises representatives from Business Continuity, Compliance, Enterprise Risk Management, Data Privacy, Finance, Information Cyber Security & Assurance, Legal and Procurement.

# Governance

Supplier assurance and governance is provided through a combination of our Procurement onboarding process; including executing the form of supplier contract, adherence to our Procurement Policy and oversight by the Supplier Risk Management Working Group.

# Legal disclaimer

## Forward-Looking Statements

We have included in this document ‘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, including such things as our outlook, metrics and targets, the impact of the global pandemic on our business, future capital expenditures, ongoing working capital efforts, future share repurchases, financial results (including our revenue, costs or margins), the impact of changes to tax laws on our financial results, existing and evolving business strategies and acquisitions and dispositions, including the sale of Willis Re to Arthur J. Gallagher & Co. (‘Gallagher’), demand for our services and competitive strengths, goals, the benefits of new initiatives, growth of our business and operations, our ability to successfully manage ongoing leadership, organizational and technology changes, including investments in improving systems and processes, our ability to implement and realize anticipated benefits of any cost-savings initiatives including the multi-year operational Transformation program, and plans and references to future successes, including our future financial and operating results, plans, objectives, expectations and intentions are forward-looking statements. Also, when we use words such as ‘may,’ ‘will,’ ‘would,’ ‘anticipate,’ ‘believe,’ ‘estimate,’ ‘expect,’ ‘intend,’ ‘plan,’ ‘continues,’ ‘seek,’ ‘target,’ ‘focus,’ ‘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. Copies are available online at [www.sec.gov](http://www.sec.gov) or [www.wtwco.com](http://www.wtwco.com). 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.

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. Given the significant uncertainties inherent in the forward-looking statements, 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 in this document 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 following statements 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.

Willis Towers Watson public limited company and its subsidiaries ("WTW") is a leading global advisory, broking and solutions company that provides data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving more than 140 countries and markets, we help organizations sharpen strategies, enhance resilience, motivate workforces and maximize performance. Our purpose is to transform tomorrows - this extends to our own sustainability position and impact. Our clients, colleagues and other stakeholders expect us to conduct business with integrity, in an environmentally and socially responsible manner and with the highest ethical standards. Providing disclosures, like this report, is just one way we plan to help create additional clarity for our stakeholders on our sustainability position and impact.