



# Supplier Diversity Statement

WTW embraces supplier diversity and values the process in which we approach our business development, support our diverse workforce and provide all businesses with an opportunity to participate in the procurement process. WTW recognizes that having a diverse supplier pool is a major competitive advantage and a powerful business tool. Diverse suppliers bring different viewpoints and fresh perspectives to the table, which benefit our customers, the community and our Company.

## Qualification

WTW requires that any business categorized as a diverse supplier must have certifications by a recognized third party.

For all of our U.S.-based operations, a diverse-owned business is a for-profit enterprise, regardless of size, physically located in the U.S. or its trust territories, which is 51% owned, operated and controlled by diverse group members.

There are several categories used to identify diverse businesses in the U.S. Common examples are:

- Small Business Enterprise (SBE)
- Minority-Owned Business Enterprise (MBE)
- Women's Business Enterprise (WBE)
- Disadvantage Business Enterprise (DBE)
- Veteran Owned Business Enterprise (VBE)
- Service-Disabled Veteran Owned Business Enterprise (SDVBE)

For all of our UK-based operations, a diverse-owned business is a for-profit enterprise, regardless of size, physically located in the UK which is 51% owned, operated and controlled by diverse group members who also reside in the UK.

There are several categories used to identify diverse businesses in the UK. Common examples are:

- Small or Medium sized Business Enterprise (SME)
- Ethnic Minority Owned Business Enterprise (EMB)
- Women's Business Enterprise (WBE)

# Our commitment

Our supplier diversity mission is to proactively identify, build relationships with and purchase goods and services from certified small businesses as well as enterprises owned by minorities, women, veterans and disabled persons that can help WTW achieve its corporate objectives.

It is the policy of WTW that diverse suppliers will have an equal opportunity to be included in our strategic sourcing and procurement process. We are supportive of our suppliers, subcontractors and service providers' commitment to supplier diversity and take this into consideration by including requirements and weighting criteria around supplier diversity as part of our standard sourcing and Request for Proposal (RfP) practices.

In support of this, we have contracted with a respected third party in the industry to provide us with a real-time database that provides access to a certified diverse supplier listing that allows us to include diverse suppliers as part of our standard sourcing practices. This third party also helps us with managing the assessment and certification of our indirect spend with respect to quarterly reporting that is distributed internally and to our clients.

Diverse companies that seek to do business with WTW must demonstrate the ability to add value and provide high-quality goods and services that are competitively priced, reliable and aligned with our service level.

# Our expectations of suppliers

The WTW Code of Conduct guides us in day-to-day decision making and applies to all members of the WTW community. That means all WTW colleagues, must comply with its provisions. In addition, all our subsidiaries and affiliates—as well as all others working with WTW, such as contractors, temporary workers, third parties, agents and suppliers—must comply with the Code and related policies.

In addition, our form of supplier contract, to the extent in place, 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 the vendor's business operations in connection with the contract.

# 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.