



# Occupational Health and Safety

Willis Towers Watson (WTW) is committed to providing a safe and healthy work environment for our colleagues and visitors. Our approach includes managing and maintaining our facilities and workplaces to provide for adequate and appropriate welfare-at-work arrangements. This includes providing information and tools to facilitate the understanding, documentation, and management of local Occupational Health and Safety (OHS) risks and hazards.

Subject matter experts plan and prepare for OHS requirements, which align with industry practice and suitability for the business's risk profile. Our global OHS program has been developed to follow recognized national and international safety management systems and to be compliant with OHS laws in all countries in which our Company operates.

## **Program objectives, planning, and management**

The objective of the global OHS program is to understand, evaluate, and manage health and safety risks via formal risk assessments to minimize injury or health risks. Additionally, we provide adequate information, instruction, and training such that OHS roles are appropriately assigned and responsibilities are understood. Our approach aims at ensuring that consistent guidelines, control measures, and emergency procedures are in place, and that they are effective, properly used, monitored, and maintained in all our offices globally.

OHS plans are reviewed and updated regularly under an ethos of continuous improvement, with the OHS program reviewed and adjusted in accordance with our OHS commitments on both global and local levels.

These reviews are undertaken by a partnership of subject matter experts and key stakeholders. Our dedicated OHS team provides oversight and guidance to all our local OHS office and practice teams to help ensure all plans continue to meet regulatory requirements and business needs.

# 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.

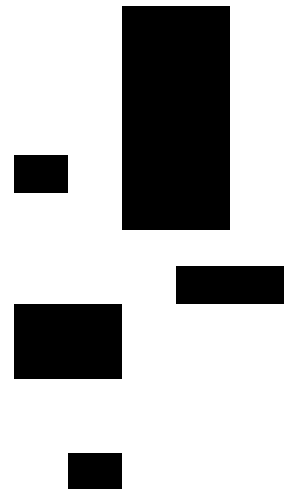
Our forward-looking statements speak only as of the date made and we will not update these forward-looking statements unless the securities laws require us to do so. In light of these risks, uncertainties and assumptions, the forward-looking events discussed on our website may not occur, and we caution 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 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.



## About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 45,000 employees serving more than 140 countries and markets. We design and deliver solutions that manage risk, optimise benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas — the dynamic formula that drives business performance. Together, we unlock potential. Learn more at [willistowerswatson.com](http://willistowerswatson.com).

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