

Our Gender Pay Gap

Below are the April 2017 gender pay gap numbers for Willis Towers Watson in the UK

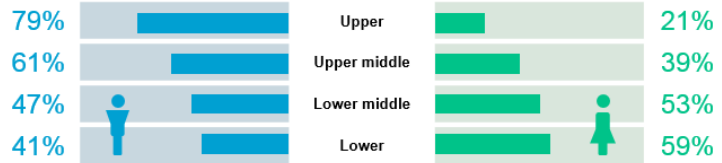
Hourly pay gap

The difference between the hourly pay rate for all men and the hourly pay rate for all women: hourly pay includes all forms of pay received in April 2017, including salary and commission.

Mean **42%** Median **35.5%**

Proportion of men and women in each hourly pay quartile

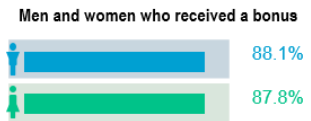
Calculated by ranking the hourly pay for all employees, dividing this ranked list into four equal groups (i.e. quartiles) and then calculating the percentage of men and women in each quartile. This information helps us understand what is driving hourly pay gaps



Bonus pay gap

The difference in bonus pay for all men and women who received a bonus between April 2016 and April 2017; bonus pay includes all forms – annual bonus commission and long term incentive awards.

Mean **67.7%** Median **63%**



Breakdown by legal entity

Willis Limited

Hourly pay gap

Mean **45.5%** Median **36.4%**

Bonus pay gap

Mean **72.3%** Median **58.1%**

Proportion of men and women in each hourly pay quartile



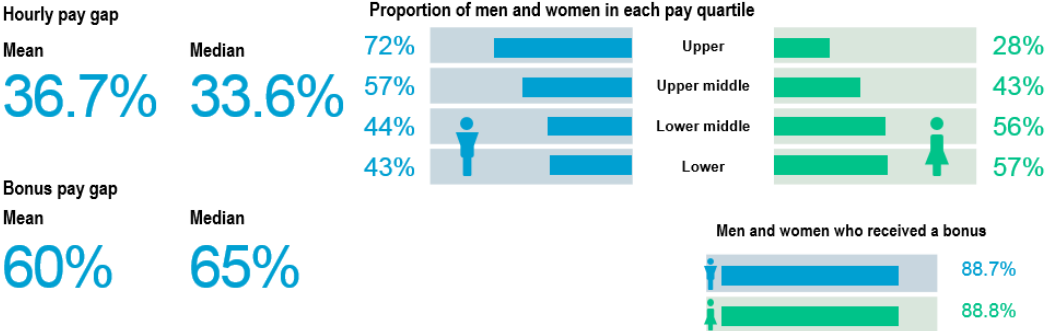
Men and women who received a bonus



Willis Limited

The employing entity for our Corporate Risk and Broking segment, our Reinsurance line of business and applicable Corporate colleagues.

Towers Watson Limited



Towers Watson Limited

The employing entity for our Human Capital and Benefits segment, Investment and Insurance Consulting and Technology lines of business and applicable Corporate colleagues.

Declaration

We confirm that the information and data provided under Breakdown by Legal Entities is accurate and in line with regulatory requirements.

Nicolas Aubert Head of Willis Towers Watson GB *CEO Willis Limited*

Marco Boschetti Head of HCB for GB *CEO Towers Watson Limited*