

## **MODERN SLAVERY ACT TRANSPARENCY STATEMENT FOR FINANCIAL YEAR ENDING 31 DECEMBER 2022**

### **MODERN SLAVERY ACT 2015**

The Modern Slavery Act 2015 (the “Act”) came into force in March 2015 and has helped clearly define and codify offences relating to modern slavery and human trafficking.

This statement is made on behalf of Towers Watson Limited and provides information about our business and supply chain and the steps we have taken to investigate and mitigate the risk of modern slavery and human trafficking both within our business and supply chain.

We have explained our approach with specific regard to the six areas identified in section 54(5) of the Act and in light of the relevant official guidance.

### **OUR ORGANISATION**

Towers Watson Limited is based in the UK and is part of the global Willis Towers Watson (WTW) group of companies. Towers Watson Limited provides actuarial services, advice on employee benefits and human capital strategies, benefits administration, investment consulting and insurance and financial services consulting and is regulated by the Financial Conduct Authority. Towers Watson Limited coordinates with other WTW group companies in order to combat modern slavery and human trafficking.

### **SUPPLY CHAIN OVERVIEW**

The WTW group of companies has continued to take steps to identify and manage those areas in our supply chain where we believe modern slavery and human trafficking are a possibility. Our goal remains to identify and minimise the risk wherever possible and to continually monitor and improve in our efforts.

We believe that the nature of our business, as a provider of professional services predominantly to corporate clients, means that we are not directly exposed to a high risk of modern slavery and human trafficking. We are nonetheless keenly aware that the possibility does exist within our global supply chains, particularly in the context of our intra-group shared service suppliers located in countries considered to be of higher risk in the context of modern slavery and human trafficking.

In order to mitigate this risk, we work alongside our intra-group shared services suppliers and endeavour to establish adequate procedures to tackle the risk of modern slavery and human trafficking in their supply chains and ensure their policies reflect appropriate standards for their business.

The WTW group of companies has taken a coordinated approach to tackling the risk of modern slavery in our business structure; and our cross-function modern slavery working group continues to coordinate a group-wide approach to the matter.

### **POLICIES AND GUIDANCE**

The WTW group of companies operates several policies and guidance in order to ensure we conduct our business responsibly and in compliance with all applicable laws and regulations. The WTW group of companies expects and requires our colleagues to act with the highest possible standards of ethical conduct and integrity. The policies and guidance can be accessed by our colleagues through the group intranet site and include the following:

- Anti-Bribery and Corruption;
- Anti-Money Laundering & Counter-Terrorist Financing;
- Code of Conduct; and
- Whistleblowing Policy.

The WTW group of companies has a Procurement Policy in force which serves as a reminder to colleagues of their responsibility to comply with the Modern Slavery Act when entering into supplier agreements.

### **ASSESSMENT AND MONITORING OF RISK IN OUR SUPPLY CHAIN**

The WTW group of companies continues to review its tender processes and the modern slavery enquiries within tender packs. We continue to improve on our engagement process in terms of sending these enquiries to prospective suppliers as appropriate, at the initial engagement stage and increasingly for on-boarded providers at the review/renewal stage. The WTW group of companies continues to monitor the procurement processes and review undertaken by our intra-group shared services providers to combat the risk of modern slavery and human trafficking.

### **DUE DILIGENCE AND ON-BOARDING IN RELATION TO OUR SUPPLY CHAIN**

WTW continues to standardise our requirements in relation to modern slavery and human trafficking for our suppliers. To encourage compliance in our supply chain with our values, WTW endeavour to include appropriate provisions dealing with the risk of modern slavery where possible. These enquiries, alongside our existing due diligence processes, help us to appropriately assess the modern slavery and human trafficking risk of a potential supplier as part of our general consideration of their tender.

### **OUR EFFECTIVENESS AND PERFORMANCE**

The WTW group of companies has an established Enterprise Risk Management Framework which ensures the risks faced by group companies are effectively identified, assessed, managed and monitored. A risk-based approach to assessing our critical supply arrangements is in place, which includes confirmation that modern slavery provisions exist. This Supplier Risk Framework aligns with the Enterprise Risk Management approach and will help us ensure that the risks faced are effectively identified and assessed, allowing for a consistent approach to the management of any potential risk of modern slavery and human trafficking in our own supply chain.

### **MONITORING & REPORTING OUR EFFECTIVENESS IN COMBATING MODERN SLAVERY IN OUR SUPPLY CHAINS**

The Group's Modern Slavery monitoring was conducted by the Supplier Risk Management team in 2022. The Modern Slavery mitigation review was formally embedded into the monthly WTW group Supplier Risk Management meetings with no adverse findings to report.

On an annual basis, within a potentially high Modern Slavery risk jurisdiction (India only) an Ethical Manpower exercise is completed. The Supplier Risk Management team identified twenty-one (21) suppliers that required monitoring and outreach. The suppliers were determined by:

- Supplier engagements where WTW receives manpower services; these are in scope
- Answers to a list of questions which the supplier must self-certify; help WTW assess non-compliance (if any) which would impact our stand on Modern Slavery
- Suppliers where no concerns were identified; all contracts included verbiage on Modern Slavery requirements and all identified suppliers were re- informed of their Modern Slavery obligations.

In addition, an exercise was also completed to identify regions which provide support services to WTW UK entities that posed a potentially high Modern Slavery risk, including WTW centres in Manila and Mumbai.

The findings were as follows:

1. WTW Manila – the majority of services provided were professional services, in which a sample (10) was selected to review. It was identified that all included a suitable Modern Slavery contractual clause and are handled by WTW Global Procurement.
2. WTW Mumbai – 21 in-scope suppliers. All Mumbai contracts are protected from a Modern Slavery Act perspective.

To the best of its knowledge, the WTW group of companies have not caused or contributed to Modern Slavery in 2022 and currently have no ongoing or pending remediation projects in relation to the same.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and our supply chains, WTW is aware of the importance of training for colleagues to ensure that they are conscious of the nature of the risks, what warning signs they should look for and what steps they should take in response as part of a responsible business. Training in relation to the Act, modern slavery risks and their practical implications for the procurement process was delivered to a wide global audience using online training on modern slavery and ethical purchasing. This ensures that relevant personnel in key departments and those managing critical and high-risk supply arrangements have been regularly trained.

## **FUTURE DEVELOPMENTS**

We recognise the ongoing commitment required and we will continue to review and develop our processes and guidance, training and supplier approach towards the detection and prevention of modern slavery and human trafficking as our business evolves. Continued monitoring and governance of WTW suppliers along with the implementation of the Supplier Risk technology solution will support the development of further KPIs to measure the coverage and effectiveness of these processes as well as improve the communication on the risk to as many involved in the management of suppliers as possible.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2022 and has been sent to the Board for approval and was approved by the Board of Directors of Towers Watson Limited on 23 June 2023, as reflected by the Director's signature below.



**Name: Paul Morris**

**TOWERS WATSON LIMITED**

**Date: 23 June 2023**