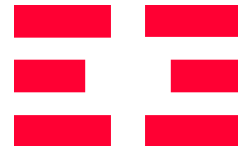


# Willis Towers Watson

Locations: United Kingdom (HQ)  
Industries: Consumer Services, Insurance

RISK LEVEL:



High Risk

## DESCRIPTION:

Willis Towers Watson scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC’s controversial demands, Willis Towers Watson (WTW), increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. WTW forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. WTW integrates ESG into all of its business practices. WTW’s CEO signed the CEO Action for Diversity and Inclusion pledge and hosted and participated in a "leading global LGBT professional network" event. The company is a Stonewall Global Diversity partner, joined the Wisconsin LGBT Chamber of Commerce as a gold founding member, and regularly supports LGBTQ Pride. WTW is a Brass sponsor of Out & Equal. For these reasons, Willis Towers Watson receives a High Risk rating.

## Corporate Weaponization

**Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk**

*WTW received a score of 100 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). The company integrates ESG into all of its business practices. It focuses “on ESG throughout [its] business operations” (3).*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk**

*WTW(1)(2).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk**

*WTW indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). WTW(3).*

## Corporate Governance and Public Policy

### Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

WTW's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). In 2017 and 2020, WTW hosted and participated in a "leading global LGBT professional network" event (2)(3). In 2020, the Director of Health Management Consulting at WTW was featured in a webinar titled "Understanding LGBTQ+ Family Building & Benefit Trends" (4)(5)(6)(7)(8). The company is committed to the United Nations Free and Equal Standards of Conduct, which seeks to fight discrimination against transgender and intersex people (9). WTW indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (10)(11). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

### Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

WTW indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company is also a Stonewall Global Diversity partner that organizes, hosts, and sponsors LGBTQ+ events in Thailand (3). In 2019, the company joined the Wisconsin LGBT Chamber of Commerce as a gold founding member (4). WTW is a Brass Sponsor of Out & Equal (5).

### Uses corporate political contributions for ideological, non-business purposes.

High Risk

WTW indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. WTW (3)(4).

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