

# Willis Towers Watson

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

**RISK LEVEL:****High Risk****DESCRIPTION:**

Willis Towers Watson is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Willis Towers Watson embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

## Corporate Weaponization

**Has canceled 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 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company 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). WTW is a signatory of the Principles for Responsible Investment, incorporating ESG issues into investment analysis, decision-making, and other business practices (4)(5).

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

WTW's HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

WTW's HRC 2023-2024 CEI rating 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 does not provide viewpoint protections for its employees (3).

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

WTW's former CEO, Paul Scope, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1)(2). In 2017 and 2020, WTW hosted and participated in a "leading global LGBT professional network" event (3)(4). In 2020, the Director of Health Management Consulting at WTW was featured in a webinar titled "Understanding LGBTQ+ Family Building & Benefit Trends" (5). WTW regularly supports LGBTQ Pride (6)(7)(8)(9). The company is committed to the United Nations Free and Equal Standards of Conduct, which seeks to fight discrimination against transgender and intersex people (10). WTW's HRC 2023-2024 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (11)(12). 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's HRC 2023-2024 CEI rating 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 actions and/or financial contributions for ideological, non-business purposes. High Risk**

WTW's HRC 2023-2024 CEI rating 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 does not operate a PAC at this time and has not lobbied for ideological purposes (3)(4).

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