

PwC Luxembourg's Business Continuity Plan

PwC recognises the potential impact that disruptive and unforeseen events affecting its employees, infrastructure and information systems can have on the services it provides to its clients. To mitigate the impact of such events, PwC has drawn up a Business Continuity Plan and established a Business Continuity Management System.

The Business Continuity Plan is overseen by an experienced team and is supported by all of PwC's management and staff.

The details of the management system, plans, tools, applications used and related issues are confidential to everyone except PwC partners and staff, our insurers, and representatives of the emergency services. For your information, the objectives of PwC's Business Continuity Plan are the following:

1. Protect and preserve the lives and health of the employees and third parties on PwC's premises;
2. Secure the premises and protect PwC's assets;
3. Gather and assess information about the seriousness of the crisis, the damage sustained and the potential consequences;
4. Establish rapid communication channels with Partners and staff, the PwC network, administrators, clients, suppliers, public institutions, the general public and any other stakeholders;
5. Involve the necessary people and take the action required to improve asset recovery, in particular by contacting suppliers classified as critical;
6. Define a strategy and key messages in response to the crisis in order to speak with a single, unified voice and act consistently;
7. Give priority to business-service needs and prioritise recovery efforts based on the risks to the firm and its stakeholders (according to the results of the BIA [business impact analysis]). Recovery efforts may include restoring business functions in an alternative operating environment and resuming activities at the original site;
8. Pursue a suitable communication strategy with all stakeholders, whether internal or external. Above all, this involves immediately providing information about the accident or event, as well as details of updates and regular checks of the recovery efforts.

Managing epidemics and pandemics

The protection, health and well-being of PwC's employees is a priority for PwC. Thus, it is a key aspect of the Business Continuity Plan, which covers planning in the event of an epidemic or pandemic.

PwC keeps abreast of the risks of epidemics, in collaboration with the relevant experts (the medical profession, security providers, human-resources management, official emergency services) so that it is in a position to prevent, contain and resolve the threats linked to epidemics and pandemics (infectious diseases, potentially fatal viruses, etc.) that could jeopardise partners and staff and affect PwC's ability to provide its services.

PwC's Epidemic and Pandemic Plan is an integral part of the wider Business Continuity Plan.

It allows us to maintain the necessary human-resources presence during a crisis, while reducing the risk of viruses and exposure to them. In particular, this is done by way of an in-depth study enabling us to monitor an epidemic through the following actions:

- Taking preventive measures to reduce the risk of exposure to a virus;
- Understanding the speed of the life cycle of an infection, from contraction to treatment or death, so that we can better plan our response;
- Evaluating the availability and success of treatments, giving advice and supporting affected employees;
- Understanding the growth rate of a pandemic in designated geographical areas.

The following continuity measures are also relevant:

- Identifying personnel needs for the three, six and 12 subsequent months at national level;
- Drawing from staff around the territory or region to support the service teams affected;
- Capitalising on technical measures and travel possibilities to continue providing the services expected by our clients.

The practical organisation of incident and crisis management is the responsibility of a crisis unit, which coordinates actions and reports to PwC Luxembourg's management whenever important decisions need to be made or an overall perspective is necessary.

As our priority is to be able to deliver the expected service to our clients, the Business Continuity Plan enables PwC to adhere to its commitments and maintain a level of activity to this effect, all the while ensuring the health and safety of its employees.