



Health and Safety policy

PricewaterhouseCoopers LLP seeks excellence in every aspect of its business and is committed to ensuring the firm complies with its legal duty under the Health and Safety at Work etc Act 1974, other applicable health and safety legislation, and other requirements, to ensure the health and safety of its Partners and employees, visitors to our places of business and others directly affected by relevant activities under the firm's control.

It is the aim of PricewaterhouseCoopers LLP so far as is reasonably practicable to:

- Eliminate hazards and reduce any health and safety risks associated with conducting our business.
- Prevent accidents and work-related ill health, to our people and visitors; and
- Develop a health and safety culture through consultation and participation with our people and developing awareness of their personal responsibilities.

To achieve these aims and to demonstrate continual improvement in our management of health and safety, PricewaterhouseCoopers LLP will implement a documented occupational health and safety management system. The effectiveness of the system will be measured by the firm's health and safety performance, which will be reviewed on a regular basis by senior management, who will agree objectives for the continual improvement of the management system.

This statement represents our general commitment to provide a safe working environment and informs of our specific policies and practices for health and safety. This statement and details of our working arrangements and responsibilities are accessible to all our people via the internal internet and to other interested parties via our website (www.pwc.com/uk) and upon request. Reference to this health and safety policy is included in our employment manual and annual compliance training to ensure members of staff are aware of their individual health and safety obligations.

In accordance with health and safety legislation, this policy will be reviewed on a regular basis.

Andrew Cope
Partner
PricewaterhouseCoopers LLP – March 2024

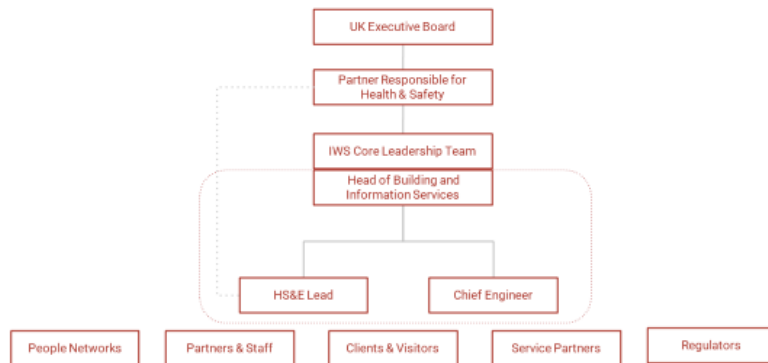


Roles and responsibilities

All Partners and staff have a personal responsibility for their own and their colleagues' health and safety.

Regarding the management of health and safety there are key roles with specific responsibilities which are documented in full in the firm's health, safety and environment management system manual.

PwC health & safety organisation structure



Responsibilities of the UK Executive Board

The Executive Board shall take overall responsibility and accountability for the delivery of the content of the statement of intent and for the prevention of work-related injury and ill health as well as provision of a safe and healthy workplace and activities.

This will be achieved by ensuring the firm's health and safety policy and related health and safety objectives are compatible with the strategic direction of the firm and that outputs from the health, safety and environment management system are integrated into the firm's business processes.

To ensure the effective delivery of the firm's health and safety programme in line with the requirements of the health, safety and environment management system, the Executive Board will ensure adequate resources are in place and provide support of other relevant management roles to demonstrate their leadership as it applies into their own areas to lead and promote a culture in the firm that supports the intended outcomes of the health, safety and environment management system.

The Executive Board will promote the involvement of Partners and staff ensuring their involvement through consultation and participation in relation to health and safety while protecting them from reprisals when reporting incidents, hazards, risks, and opportunities.

The Executive Board will support communicating the importance of effective health and safety management to ensure conformance to the health, safety and environment management system requirements.



Responsibilities of Partner responsible for health & safety

The Partner responsible for health and safety will ensure the implementation of a comprehensive health and safety system, regularly review the firm's health and safety policy and performance vs health and safety objectives. They are also responsible for reviewing the health and safety risks to the business and staff ensuring adequate control measures are put in place and that they are effective and demonstrate the firm's leadership and commitment to this policy.

It is the responsibility of the Partner that competent health and safety advice is provided to the firm by suitably trained professionals.

Responsibilities of the Building and Information Services Lead

The Head of Building and Information Management Services is a member of the I&WS Core Leadership Team with responsibility for health, safety, and environment. They are responsible for reviewing the health and safety performance of the firm and providing guidance to ensure health and safety are in line with the firm's business strategy.

Responsibilities of the Health, Safety and Environmental Lead

The Head of Health, Safety and Environment is responsible for setting the strategy for the HS&E team, providing advice and guidance to the firm, and reporting on the firm's health and safety performance. They are responsible for the management of the HS&E management system the HS&E team carrying out audits and risk assessments to identify health and safety risks to the business and recommending control measures and reviewing to ensure they are effective.

Responsibilities of the Head of Engineering

The Head of Engineering is responsible in collaboration with the Head of HS&E to ensure compliance with relevant HS&E legislation regarding maintenance of our offices.

Responsibilities of Workplace operational teams

Workplace operational teams have a duty to assist in the implementation of the firm's health and safety policy at a local office level and provide a health and safety link with the local business units based in their offices.

Responsibilities of all Partners and staff and people networks

All Partners and staff have an obligation to ensure the policy is implemented and carried out effectively within their area of responsibility. Success in maintaining high health and safety standards depends on continued support and co-operation from all Partners and staff.

Partners and staff can contribute to maintaining and improving PwC's health and safety standards by:

- Ensuring potential hazards are reported and taking appropriate measures to protect themselves and others from the identified hazard.
- Understanding and observing safe working procedures and practices implemented by PwC.
- Ensuring that equipment used is in good condition and is used only for the purpose it is intended; and
 - Participating in health and safety training and retraining programmes.



- Collaborate with the HS&E team to identify and implement opportunities for improvement.

All Partners and staff have a duty of care to visitors they invite onto PwC premises.

Arrangements

To ensure the health and safety of our staff and visitors to our offices, PwC has put in place procedures and arrangements to manage the health and safety risks associated with conducting our business.

Through the hazard identification, risk assessment and determining controls procedure using the hierarchy of control, the firm has identified and grouped activities into major risk areas ensuring there are adequate procedures in place.

To ensure the effectiveness of the arrangements a central team, composed of health and safety professionals, has the responsibility to manage and provide assurance on the effectiveness of the system. It is the team's responsibility to identify health and safety risks, make recommendations to address risks and to monitor the effectiveness of controls implemented. This is achieved by our integrated health, safety and environment management system which is certified to the ISO 45001 standard (for health and safety) and ISO 14001 (for environment).

The firm's major health and safety risk groupings are:

- Building functions
- Control of contractors
- People
- Business functions; and
- Emergency preparedness and response

Building functions:

Procedures and arrangements have been put in place to ensure safe access to and egress from our buildings and planned maintenance is carried out on all plant, machinery, equipment, and general building fabric under the control the firm's Chief Engineer.

The firm will ensure that any risks arising from the operation of our water services are assessed; documented and preventative action is taken to ensure adequate control is maintained.

The firm will ensure all statutory inspections and tests are carried out, documented and records kept, ensuring corrective actions are taken in relation to the running of our buildings.

To ensure the safety of all occupants and prevent risk in association with electrical systems personal equipment should not be used unless approved by the firm.

Control of contractors:

The firm has implemented procedures to ensure the selection of contractors used are fully trained and deemed competent in their field of expertise.



Procedures have been implemented to ensure continual monitoring of their activities and safe methods of working when carrying out their activities within our buildings and on the firm's behalf.

People:

The firm has ensured procedures have been implemented to address the risks identified through the risk assessment process that affect our staff while carrying out their tasks for the business.

Procedures have been implemented to ensure the health and safety of Partners and staff whilst carrying out work on behalf of the firm such as, working with computers; for new and expectant mothers, those who may require workplace adjustments to be made to their working environment and tasks, have suitable adjustments considered and appropriate action taken.

Procedures have been implemented to ensure the management of risks to staff health such as manual handling, stress, mental health risks and pandemics, are managed, monitored, and appropriate action taken.

The firm will provide and maintain the provision of welfare facilities throughout our buildings.

Business functions:

Due to the nature of our business, our staff may have to travel between offices or to premises not under the control of PwC. The firm has implemented processes and arrangements regarding business travel and working off site to ensure the health and safety of our staff.

Emergency preparedness and response:

The firm has established and maintain procedures to identify the potential for emergency situations and responses to such situations. This includes a programme to ensure our fire risk assessments are completed and the installation of emergency equipment is maintained. The firm will also ensure the provision of trained first aiders and fire wardens.

Records of all incidents occurring at PwC offices, or to members of staff involved in business activities elsewhere, are kept, thorough investigations will be undertaken, and regular reviews carried out with the insurance team.

Consultation and information for Partners and staff:

To keep staff informed of health and safety arrangements the firm uses a variety of methods, which include the use of staff networks, online communications, and posters. Two-way communications are encouraged by providing staff with information on how to access the right service to raise any concerns they may have directly with the HS&E team.

The firm's People Council and various people networks groups allow consultation of certain elements of health and safety.

