



Together |
we solve. | It's time.

Our 2018 Corporate Responsibility Highlights



Be the solution.



It's time.

It's time to accelerate the pace of change as we live our purpose - to build trust in society and solve important problems. ”

For a very long time, economies delivered effectively for societies - with people living healthier, longer and more prosperous lives. But over recent decades, there has been a steady separation of economic growth and societal progress, leaving many people behind.

At PwC, we believe business needs to be part of the solution. We're making change that starts with us while helping to evolve communities to once again deliver for society.

Our people have the power to create significant change. Across the PwC global network our contributions to local communities and environmental efforts have made a significant impact. In 2018 we set two new global goals to extend our impact and reach: Community engagement and environmental stewardship.

Through our community investments we share our greatest asset - the skills, knowledge and talent of our people - to help create communities where people and business can thrive.

Climate change and resource scarcity are major forces shaping our future. Healthy ecosystems are critical to healthy economies. Yet the world's current economic model is pushing beyond the limits of the planet's ability to cope. Real and lasting global action is needed.

It's time to accelerate the pace of change as we live our purpose - to build trust in society and solve important problems.

Arthur Wightman
PwC Bermuda leader

Scott Watson-Brown
PwC Bermuda Corporate responsibility leader

Our Corporate responsibility team

Nicholas Bailey
Madison Brewer
Lesley Cox
Anthony Fellowes

Annabelle Gray
Sara Hladun
Jennifer Masters
Marina Mello

William Newton
Jane Pearson
Keir Savage
Sheena Young

2018: PwC in a snapshot



Environment


100%
offset of our air travel &
energy use


Over **50%**
of our building water
supply from rain
collection


**No single
use plastics**
in office


**More than
\$1 million**
donated

Community


\$150,000
awarded to
Bermudian students in
scholarships and exam
funding


**1,000
volunteer
hours**

Our focus

Environment



Driving efficiency



100% energy offset



100% air travel offset

656,000

hectares of forest protected or restored by PwC firms globally through our carbon offset projects



Our focus

Community



Skills & Education



NGOs/
non-profits



Social & micro
enterprise



**Contributing
to sustainable
and thriving
communities
in Bermuda**

Environment

Our commitment

While driving efficiency to reduce our absolute carbon impact, we commit to offset our air travel emissions and energy consumption by 100%.

Managing our footprint and beyond

Climate change and resource scarcity are major forces shaping our future. Without real and lasting global action, average temperatures are predicted by scientists to increase by more than two degrees Celsius, a threshold at which they believe potentially irreversible environmental changes will occur. Our people rightly demand that we take a leadership position in this area.

Avoiding or reducing emissions associated with our energy use is the starting point of our strategy. Over the course of the last few years we have taken many actions to reduce our absolute carbon impact. Our greatest opportunity came from our office move and refurbishment where we were able to cut our carbon footprint by 50%. We continue to work hard to drive this down further through elimination of single-use plastic at our office and events, digitising our processes and recycling.

While our priority is reducing our absolute carbon impact, offsetting is an important part of our strategy to mitigate the impact of our unavoidable emissions. The greatest impacts from operating our business come from the energy we use to power our offices and our air travel. This is why we have decided to take the extra steps of offsetting air travel emissions, and, to sourcing renewables for our electricity consumption wherever possible and offsetting energy consumption.

Eugene Dean, Greenrock chairman:
PwC's Environmental Commitments prove that the actions required to address climate change and reduce our impact on the environment are diverse, achievable and accessible to us all. Changing mindsets requires leadership and PwC's willingness to act means that they now possess the potential to inspire countless others to do the same.



100% air travel offset

Air travel is an essential part of how we service our clients, but it is also one of the largest sources of our carbon emissions. We are adopting new meeting technologies, investing in research to advance greener air travel, running internal awareness campaigns, and reviewing travel policies to reduce our overall travel emissions.

As a firm we have committed to offsetting the air travel of our employees.



We are investing in a range of voluntary carbon offsets.

Our projects

To mitigate the impact of our unavoided energy use and air travel emissions, we are investing in a range of voluntary carbon offsets. Carbon offset projects prevent, reduce or remove greenhouse gas emissions to compensate for emissions occurring elsewhere. Investing in these projects allows us to have an immediate and positive impact.

With support from Natural Capital Partners, PwC member firms select portfolios to reflect local priorities. Underpinning our approach is a set of strict quality criteria, including ensuring our offsets are verified by an independent third party to an established standard or protocol. Through our purchasing we seek to drive projects with multiple benefits, including helping to create renewables markets, to support local economic and social development and to create and sustain sustainable landscapes

Through these projects the PwC global network of firms is projected to have collectively impacted nearly 3 million people worldwide, protected or restored 656,000 hectares of forest, generated 209,000 MWh of clean energy and created over 570 new full time jobs.

Driving efficiency

Our move to new office space in Washington House in 2017 has cut our carbon footprint in half and incorporated a number of energy efficient features, including:

- Central energy management system
- Energy recovery ventilators
- Ground water cooling for 24-hour data rooms
- Central atrium for natural lighting in centre of building
- Rainwater collection for over 50% of potable water supply
- Low E glazing coated with SolarBan 60 for low solar heat gain
- Water efficient washrooms, shower facilities

Our corporate sustainability practices

Avoiding or reducing emissions associated with our energy use is the starting point for our environmental strategy.

Plastics

- No single use plastic items in our office kitchens
- No single use plastic water bottles at PwC Bermuda corporate and social events
- We build awareness of the plastics issue among our employees and encourage behaviours that help tackle plastic pollution, including recycling, reusing, and annual park and beach cleanups



Paper

- Shift towards consuming information in digital format, reducing the paper we use
- Centrally-located and energy-efficient multifunctional printers set to default to double-sided printing.
- Office printer paper is FSC-certified from recycled and responsible sources
- All paper waste and printer cartridges recycled
- We invested in central recycling hubs for all of our office waste, and removed all desk-side trash bins



A more “virtual” organization

How Google helps us minimise our impact on the environment



We save on travel. Instead of in-person meetings, for example, teams can easily connect with one another online or on their mobile phones using Google Hangouts and Google Meet in HD for up to 100 people, allowing our people to take advantage of work-from-home and flex-time policies and reduce international business travel. Google tools and systems make it easier for our people to access documents and to collaborate digitally meaning we print much less.

Saving paper and trees - reducing our printing and toner usage

- Comment, don't print. With Google Docs, there are no static 'versions'; instead, documents continuously evolve. This makes printing futile as it's easier to track live documents on digital devices.
- G Suite apps for PwC-managed mobile devices allow us to review documents on the go and avoid printing drafts and annotating by hand.
- We save paper and stay organised by using Google Keep and Tasks to log notes and to-dos.

Fact: Co-collaborating in G Suite tends to result in fewer printed pages. On average, less than 2% of all Drive files are printed within the PwC global network.

Electronics & technology

- We reuse laptops and mobile phones that are returned when employees leave the firm
- We refurbish and donate disused laptops and equipment
- We only hand out IT accessories (mouse, laptop bags etc.) on request, encouraging our people to use those already issued
- Our adoption of Google Gmail and the G Suite of tools in 2018 enables us to work in a more agile, efficient and innovative way.

Kim Smith, BEST executive director:
BEST applauds the good example of PwC as they work to make tangible changes to their processes and policies, in recognition of the impact on the environment of their business activities.



Our initiatives

Ocean Tech

As a sponsor and mission partner of Ocean Tech, we are proud to provide the marine research organisation with funding, professional services and general and skilled volunteers.

Ocean Tech aims to positively impact the sustainability of our environment by improving marine protection, management and environmental education in Bermuda. They will gift the Bermuda Government, scientists and schools with access to one of the world's most advanced marine research tools - the REMUS 100. The purpose built Ocean Tech REMUS 100 arrives in Bermuda in summer 2019.

The unmanned underwater vehicle will have the latest in sonar technology, allowing it to provide very high-resolution images and measure depth. It's also equipped with one of the world's most advanced acoustic fish finders, the EK80, capable of identifying individual fish species such as lionfish.

STEM education is an essential part of the Ocean Tech mission and we are pleased Ocean Tech will work with schools in Bermuda to bring REMUS into the classroom and students out into the field.



Andrew Smith, Ocean Tech:
Our REMUS 100 is a remarkable marine research tool, the only one in the world. One of its most impressive features is its ability to collect data from all of its sensors and scanners simultaneously. For example, if we launch the vehicle on a “mow the lawn” mission to find high concentrations of lionfish, it will scan the ocean floor, collect all the environmental data and deliver it time stamped. This is powerful because it means REMUS can tell us where the lionfish are, how numerous they are and crucially what makes that spot conducive to a large lionfish aggregation. This will greatly aid culling efforts. It's very exciting!



Clean Parks

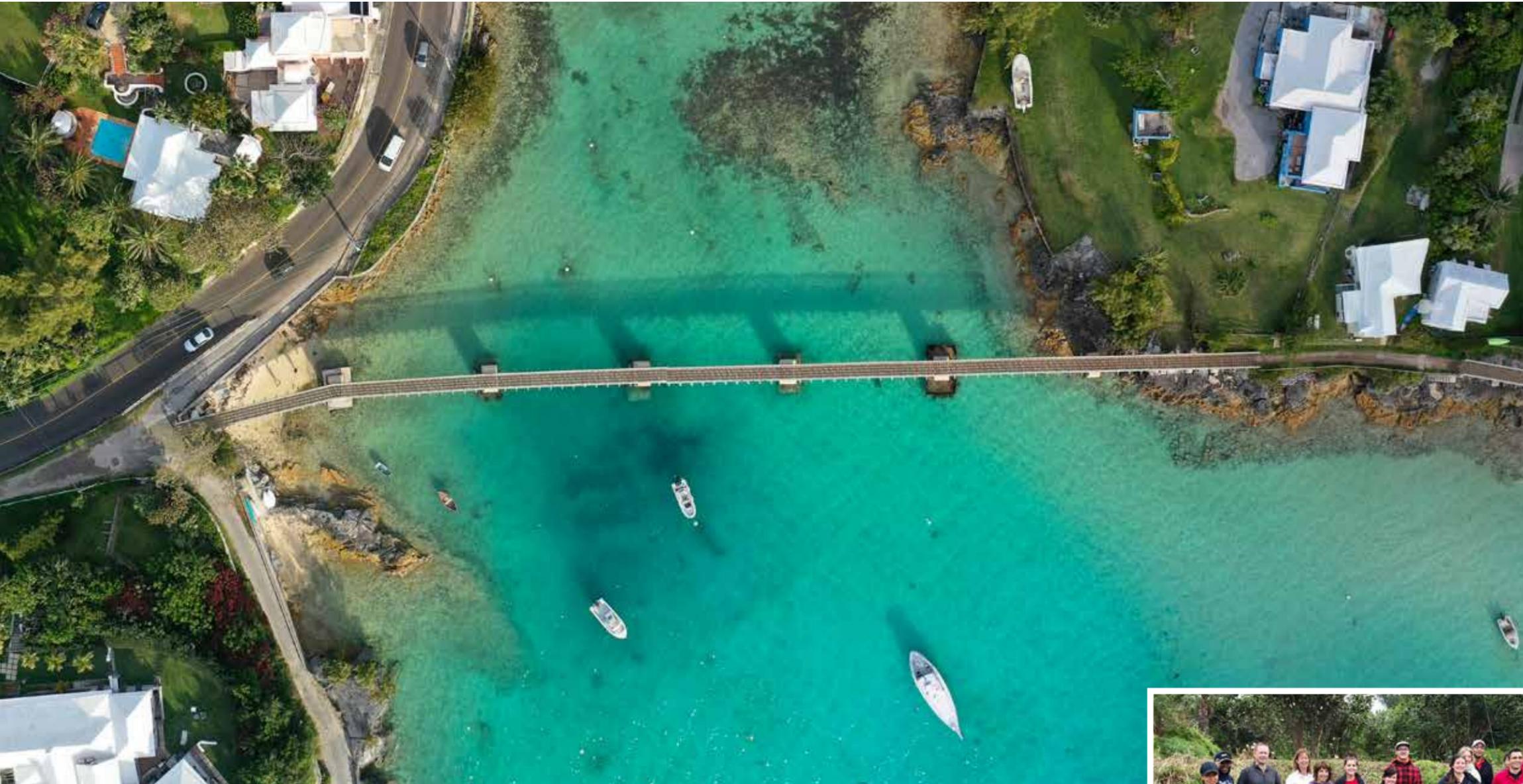
In collaboration with the Bermuda Department of Parks, we actively support clean up projects at our parks and the Bermuda railway trail.

Southlands Park

In November 30 PwC volunteers, including family and friends joined with Parks staff to clear large amounts of debris and overgrown vegetation at Southlands, Warwick. We seek opportunities for our people to volunteer at Southlands Park throughout the year.



Clean Parks



Bermuda Railway Trail

In January, we helped clear a heavily overgrown section of the Bermuda Railway Trail near Shelly Bay. Our team of approximately 20 PwC volunteers worked throughout the morning, assisting in the cutting back of vegetation and trees, mowing the grass, raking the ground and picking up debris and litter.

Department of Parks spokesman:
We are very grateful to the PwC team for their assistance and to staff from the Park Service and Lifeguard Service who volunteered to work alongside PwC. The progress that was made in the short period of time was amazing!



Community

Our commitment

As a firm, we support the PwC global network in investing in the future and growth of 15 million people, non-profits and charitable organisations to help maximise their potential by 2022.

Skills & education

Jobs are changing and education needs to change too. From financial literacy, to STEM education, sports and athletic development and mentoring, we're helping young people to thrive by preparing them for the future.



Family Centre

We are proud of our long-term partnership with Family Centre, a non-profit which provides critical early intervention counselling and other services to children suffering from family based problems such as abuse, neglect, and other emotional challenges. Their mission is to strengthen families to create a healthier Bermuda for our children. The scope of Family Centre's work is island-wide, and such is the current demand for their counselling and community services that they have a waiting list.

We provide annual financial support, general and skilled volunteer time of our more than 200 people and we actively participate in and help in planning their marketing and fundraising initiatives including the Beach Bash, Cup Match Tag Day, Lip Sync Contest, and Cycle for Change. Our people also play an important role in the Dellwood Middle School Homework Academy and Beyond Rugby programme.

Our involvement in Dellwood Middle School Homework Academy & Beyond Rugby

As part of our Family Centre commitment we have formed a close relationship with Dellwood. Each school year, over a dozen PwC Bermuda employees volunteer more than 100 hours of their time in support of Family Centre's Homework & Study Academy at the school.

Led in 2018/19 by Sara Hladun and William Newton, our dedicated team of volunteers not only help the students with their homework, but also become valued mentors and friends to the students by engaging with them in a positive way and encouraging their efforts, creativity and academic potential.



PwC employees have also volunteered their time as rugby coaches to Dellwood students as part of the Beyond Rugby program, attending twice-weekly training sessions as well as match days. This builds on our roles as mentors and friends outside of the school walls, while also helping the students to develop invaluable soft-skills such as leadership, teamwork and general social skills.



Endeavour Community Sailing

We are a founding sponsor and contribute significant volunteer time to Endeavour Community Sailing. Endeavour is dedicated to making sailing accessible to all regardless of socioeconomic background, skill level or physical ability by providing students with cross-curricular STEAM (Science, Technology, Engineering, Arts and Math) Education. Students participate in the five-day programme featuring experiential learning and increase their understanding of water safety and sailing knowledge.

Our people volunteer their time during twice annual Endeavour Community Days which include preparing the two Endeavour education centres for the school year as well as participating in friendly sailing regattas with the students. We also contribute our professional skills to conduct Endeavour's annual audit and impact report.



2,756 students involved from over **27 schools** in Bermuda

890 participants engaged across Endeavour's programmes during 2018; of which: **586 students** ages 11-12 years old in their first year of middle school participated in the Endeavour Middle School Programme representing **100% of M1 students** across all five public middle schools, six private schools, and home school students in Bermuda

24 Endeavour Graduates participated in the Bermuda Optimist Nationals, Green Fleet, their first sailing regatta!

4 Endeavour Graduates participated in the Championship Fleet at the Bermuda Optimist Nationals

2 Endeavour Graduates, representing Sandys Secondary Middle School & Dellwood Middle School, travelled to Newport, Rhode Island for an educational exchange with the US Sailing Reach Program during the Volvo Ocean Race

8 Endeavour Graduates from four public middle schools participated in the Argo Group Gold Cup Pro Am Regatta

2756
students
reached

100%
of M1
students

24
Graduates

4
Graduates

2
exchange
students

8
Graduates

UT7 Series

Our sponsorship and support of the UT7 Football Series for young players is especially meaningful to us as it serves as a memorial to our former PwC colleague Uthmani Talbot.

Uthmani was involved in a fatal bike accident in November 2013 at the age of 24 but left quite the legacy. After his graduation in 2012 he returned to Bermuda to work at PwC full time as an associate and was a mentor for young aspiring accountants. He was a skilled footballer, playing center midfield for X-Roads Warriors F.C. since the age of four and represented Bermuda on the U-16, U-17, U-21 teams.

The annual post-season UT7 Football Series is organised by coach Andrew Bascome and Uthmani's brother, Khomeini

Talbot. Its aim is to help fulfil Uthmani's vision of improving the level of football in Bermuda. There is a critical need to provide the most most important age group, 15-25, with the ability to continue to develop and play in a structured manner outside of the regular football season.

The 3rd Annual UT7 Football Series took place May 15th – July 5th 2018, with a grand prize this year of a free trip to see an EPL match. Over 50 players took part and for 2019 organisers expect even more as the age bracket is being widened to include more older players.



Kappa Classic

We are proud to be a sponsor of the largest youth sports event in Bermuda. Supported by the vision of the organisers, the Bermuda Alumni Chapter of Kappa Alpha Psi Fraternity, the Kappa Classic football tournament takes place over four days and showcases the talent of over 1,200 boys and girls between the ages of 7 and 14. The tournament has grown from 12 teams in 1999 to 105 teams today. In its 19th year, the event is held annually in March/April at the National Sports Center.



The Kappa Classic football tournament showcases the talent of over 1,200 boys and girls between the ages of 7 and 14.

Our people



Embracing flexibility

All of our people are invited to work flexibly in a way that works for them and our business. For some people, exercising our flexibility options might mean working from home as and when needed, while for others it could mean adjusted working hours outside of standard hours, a compressed working week or part-time a schedule.



Be well, work well

To promote health & wellness we made a significant investment in our office environment and provide sit or stand desks for all of our people. We encourage our employees to consider all areas of their wellness including physical, mental and spiritual well-being.

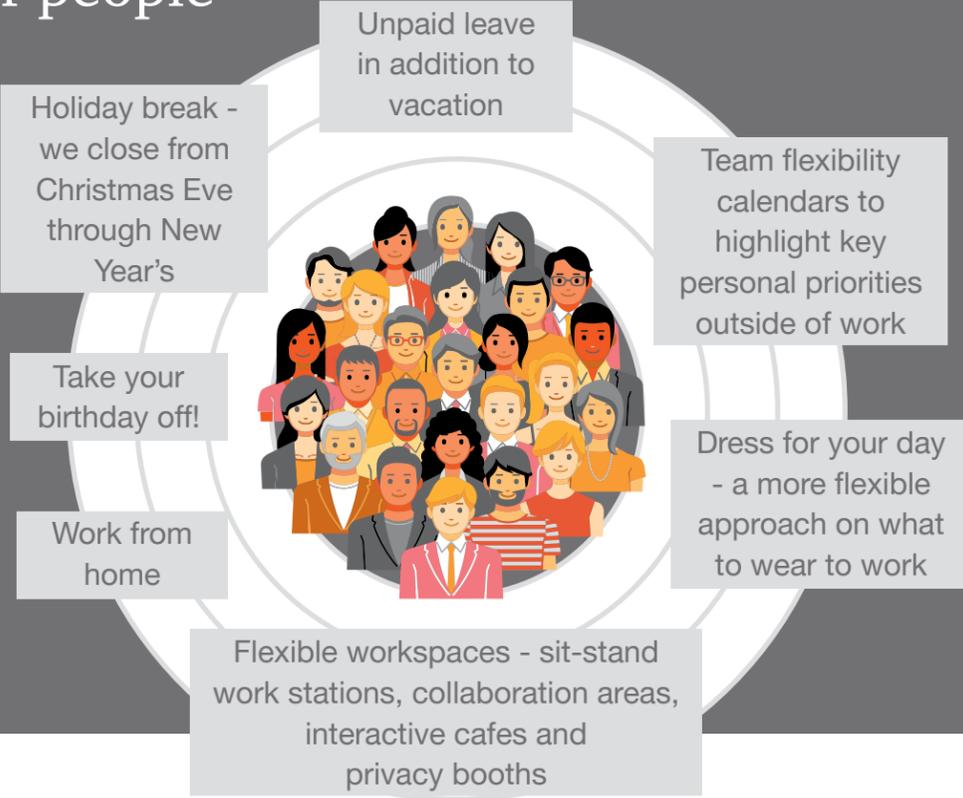


Supporting families

PwC was the first company in Bermuda to offer a gender-neutral and comprehensive parental leave policy

Flexibility & our people

- Wednesday diary block – Block your calendar (*internal meetings*) from 10am - 4pm on Wednesdays to focus on personal workload
- Parental leave – Gender neutral parental leave is 2-3 months if you are primary caregiver and 1-4 weeks if you are the secondary caregiver.



Advancing Bermudians

With over 200 people in Bermuda, we're committed to investing in our people and the next generation of business leaders. Our talent strategy seeks to advance Bermudians in our industry. We also actively seek to encourage Bermudians who have developed global acumen and skills by forging careers abroad to return to Bermuda to support our local and global clients



HeadStart programme

Our HeadStart programme provides meaningful career opportunities for talented and ambitious Bermudians. We know the quality of our service to clients is dependent upon the quality of our people. That's why we established HeadStart to reflect our commitment to supporting students as they progress in their career, and realise their potential.

Since its inception in 2008, the HeadStart programme has hired **over 80 Bermudians** at an entry level as full time employees. Over the years, this programme has helped to produce the next generation of leaders, through our co-op, internship, scholarship and associate programmes. In 2018, three Bermudians obtained their accounting designation,

4 Bermudians participated in our co-op programme, and 14 summer interns were able to gain invaluable industry experience through the HeadStart programme. Six Bermudian associates were hired in the fall of 2018 to embark on their career as accountants, and begin their journey to obtaining their designations with our support.

Leadership is fully invested in this programme, providing on average \$65,000 each year for scholarship funding and providing 100% of the costs associated with sitting CPA exams. The HeadStart programme continues to develop our future leaders as partners, directors and senior managers, both in Bermuda and in the PwC network.

Encouraging international mobility

Mobility is one of the key development tools at PwC. Many of our people have taken on long-term international assignments lasting two to three years, or short term opportunities that can last from one to six months.



- **Global mobility:** Currently 4 Bermudian employees are on either an international assignment, or have been internationally transferred to PwC in the US and UK in the last 12 months.
- **Regional mobility:** 2 employees were able to participate in short-term regional mobility assignments in 2018 in Jamaica and Barbados.

Scholarships

Up to \$65,000 in scholarships is awarded annually to young Bermudians through **HeadStart** and our partnership with Association of Bermuda International Companies (ABIC).

Our renewable **Peter Mitchell Scholarship** provides Bermudian students currently enrolled in an undergraduate or graduate programme with \$20,000 a year in financial assistance. The award provides valuable work experience as well as ongoing career coaching and support.



The annual **ABIC - PwC Award** for Bermudians studying accounting is \$15,000 per annum for two years for an undergraduate, or a \$20,000 one year award for a graduate. Additionally, the ABIC - PwC Award for Bermuda College study is \$5,000 for one year for a Bermudian undertaking the Associate's Business Administration programme with intention to complete BA in accounting and obtaining Canadian or US CPA designation. Awards are granted based on financial need, academic merit 28 and field of study

Up to
\$65,000
in scholarships
awarded annually

NGOs/Non-profits

We are working alongside a number of non-profits to help build a stronger and more transparent sector and to help solve some of society's greatest challenges. In 2018, we contributed general volunteer time and pro bono work to help our communities and raise funds to support many charitable organisations.



Throughout the year our colleagues generously volunteer their time and funds in staff-led initiatives to support local non-profits and campaigns.

Our PwC team of 'Mo'Debits Mo'Credits' took part in the global #MOVember men's health campaign and raised over \$3,000 for the Bermuda Cancer and Health Centre (BCHC).

\$10,000
in employee-led fundraising



Over the holiday season our people donated over **100 Christmas gifts for all ages to the annual Toy for Tots campaign**. The Toys for Tots campaign provides thousands of new toys for children who otherwise might not receive gifts. A group of PwC volunteers, led by Sheena Young, coordinates the campaign and delivery of the gifts.

Also over the holiday, our people helped support the **Bermuda Legion** drive to hand out hampers to the island's war heroes and their widows. The drive is backed with **\$2,500 from PwC's staff donation** committee and has grown over the years to include 90 veterans and their widows across Bermuda.

Carol Everson, Bermuda Legion:
The personal visits are well appreciated, and we get many thank-you responses. The PwC team provides excellent Christmas cheer and the Bermuda Legion is very grateful for their kindness.



Our people support and volunteer at the annual **Christmas Dinner for the Bermuda Society for the Visually Impaired**. #TeamPwC.

When disasters hit

We raised **\$4,260** to support the **Bermuda Red Cross** disaster appeal to assist in relief efforts after the Indonesia earthquake and tsunami in late 2018. Staff donations of \$2,130 were matched by the firm's partners.



We take part in the annual **Family Centre Cup Match tag day**, a great way to show team spirit.

As part of our **Charitable Matching Policy**, the firm matches the first **\$300** per PwC person each fiscal year donated to a locally registered charity.

1,780 pro bono hours delivered worth over **\$360,000**

Our pro bono services

Pro bono engagements put our professional skills and solutions to use in our communities, helping non profit organizations operate more efficiently, reach their full potential and serve more people.

- Bermuda Hospitals Charitable Trust
- Friends of Hospice
- Packwood Home
- The Lady Cubitt Compassionate Association
- Bermuda End-to-End
- Bermuda Diabetes Association
- Endeavour Community Sailing
- The Duke of Edinburgh Award
- P.A.L.S
- Bermuda Community Foundation
- Knowledge Quest
- Project 100
- Bermuda Optimist Dinghy Association
- Big Brothers Big Sisters of Bermuda
- The Bermuda Debate Society
- Family Centre



Relay for Life

As many as 100 PwC volunteers come out to support this annual Bermuda Cancer and Health Centre event to raise awareness and funds to support cancer prevention and detection and to improve access to treatment. PwC is the event's **luminaria sales & display host and sponsor.**

Our team of volunteers led by coordinator, Sheena Young, assisted over a 24 hour period in luminaria bag sales from our tent, helping people decorate them and then placing hundreds of tea-light luminaries around the track for a ceremony at the National Sports Centre in honour of loved ones lost to cancer.

We also take part in the round the clock relay, and we provided environmentally friendly sunblock to participants and fresh water refill stations around the track.

Our sponsorship and support over the past 4 years has helped Relay for Life of Bermuda raise a total of over

\$3.8m

for cancer awareness and treatment on the island



2018
\$20,000
In PwC support

Responsible Business

More than just doing the right thing

Our purpose, to build trust in society and solve important problems, combined with our values, provide the highest level guide for our behaviours and actions. Equally important is our infrastructure for sound governance, independence, ethics and compliance.

Every year, we ask our people across the network how they feel about working at PwC. The vast majority tell us that they are proud to work at PwC.

We're focused on:

Issues of ethics, integrity, transparency & building trust

- **Living our Purpose and values** - our Code of Conduct can be found here www.pwc.com/gx/en/about/ethics-businessconduct/Code-of-conduct.html
- **Human Rights Statement** - Our approach to human rights is integrated into our business practices, for example as part of our Human Capital, Procurement, Ethics & Compliance and Corporate Responsibility activities. It can be found here: www.pwc.com/bm/en/about-us/human-rights-statement.html
- **Ethics hotlines**
- **eLearn and in-office employee training**

Responsible procurement & supporting Bermuda businesses

- We use Bermudian contractors and businesses and follow the PwC network's approach to responsible procurement

Sustainability services – We lead the conversation on tackling important problems impacting businesses, governments and communities

- For many of our clients, the most challenging aspect of the sustainable development agenda is incorporating sustainability into their strategic plans in a way that allows the creation of more value while managing risks.
- We help private, public & social sector organizations look at the bigger picture, by striking a balance between staying competitive, driving innovation, enhancing engagement and preserving our environment.

Building corporate responsibility into relevant services & measuring and reporting on key performance indicators

- Corporate social responsibility metrics embedded in annual people surveys and performance measures.



#Bewellworkwell

Through this global network initiative we invest in and promote programmes to help our people work flexibly and manage their energy, health and personal well-being. In 2018 we introduced some everyday well-being habits we encourage our people to embrace: **Learn more at habitbank.pwc.com.**



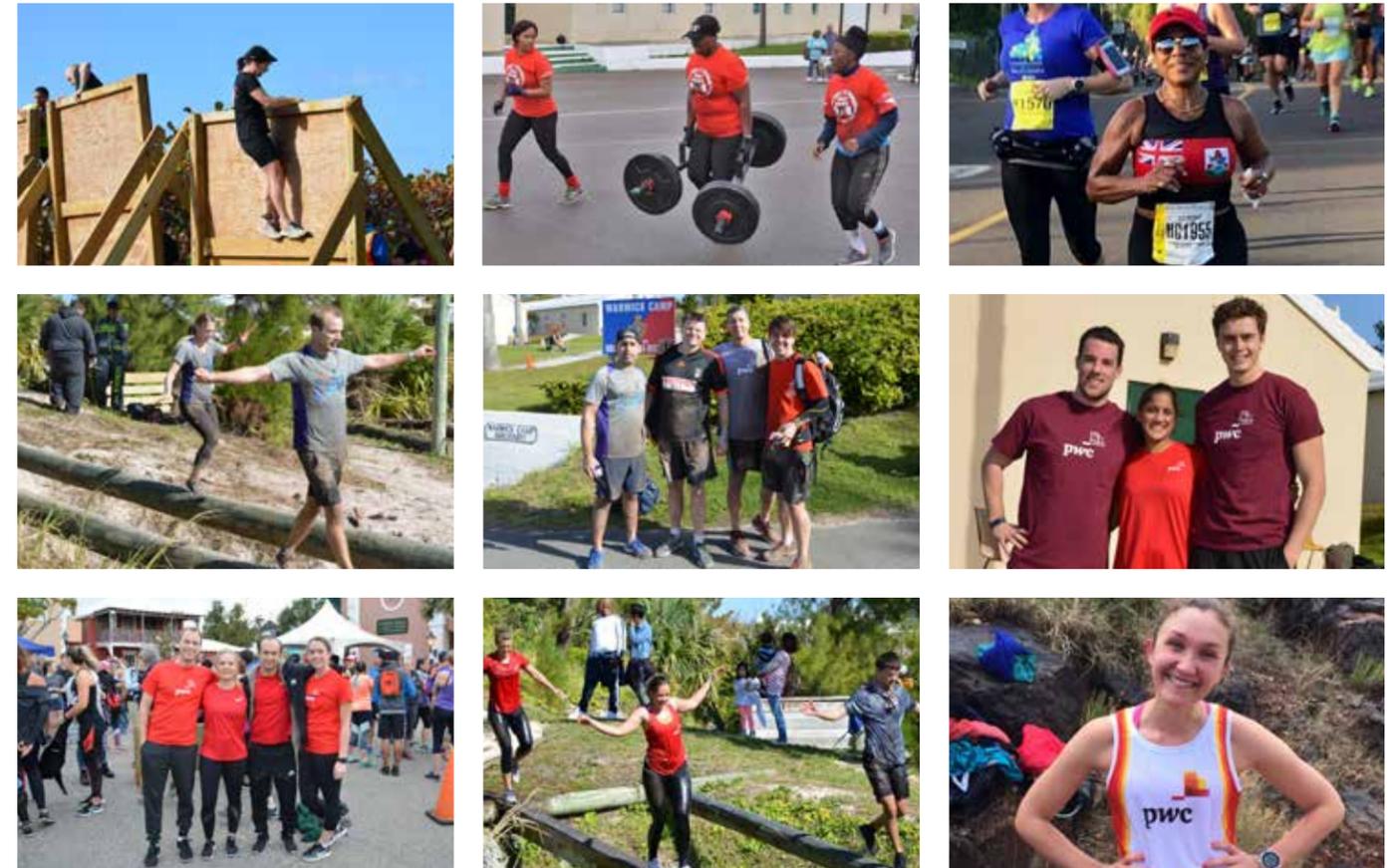
World Triathlon Bermuda

We are so proud of our 14 people who took part in the 2018 World Triathlon Bermuda, competing in individual as well as team relay events with fantastic results. They competed against athletes from around the world and of all ages, including more than 100 from the US alone and dozens from Canada, the UK and other countries.

Many of us came out to cheer them on - and also Bermuda's own Flora Duffy - who won the title by a crushing 96 seconds!

Congratulations #TeamPwC: Kristen Palmer, Colm Homan, Warren Miller, Eileen Mullaney, Kwame Curling, Mairi Redmond, Nicholas Bailey, Amanda Halverson, Michelle Bergsma, Arthur Wightman, Madison Brewer, Paulina Roxo, Nicole Palle, Anthony Fellowes, Chris Mills.

Road races, walks & fitness



- Butterfield & Vallis 5K run/walk (Over 40 of us took part and Sheena Young finished in top 10!)
- Bermuda Triple Challenge (3 PwC Teams over the course of 3 days)

- Beat the Couch (well done Megan Green!)
- Bermuda gyms' Berm Strong Team Games (well done Reginna Paynter!)
- Bermuda Triangle Full Challenge (Colm Homan finished 9th!)

- Bermuda Triangle Half Challenge (Fiona Donaldson finished 13th)
- Edwina Arorash's 37th year participating in the Bermuda Marathon Derby!

Diversity & inclusion

To have impact and serve our communities, our stakeholders and our clients, we need diverse talent. Diversity and inclusiveness are huge priorities for us here and around the world.

Read about our diversity and inclusion journey: www.pwc.com/bm/en/about-us/diversity-inclusion



HeforShe pledge

PwC is playing a leading role in supporting the UN's HeForShe movement, which was launched in January 2015.

Dozens of our people have joined their PwC colleagues around the world in making the HeforShe pledge for gender equality.

Learn more: heforshe.pwc.com/news

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

Understanding bias?

We support the largest CEO-driven business commitment to advance diversity and inclusion in the workplace, and includes the I Act On pledge for any individual to take.

Learn more about our pledge: www.ceoaction.com



International Women's Day

On March 8 we joined people around the world in celebrating International Women's Day. As part of the festivities many of our male colleagues wore purple to show their support. To mark the day PwC launched the report, Time to talk: What has to change for women at work.

Read more: www.pwc.com/timetotalk

A catalyst for dialogue and thought leadership

In line with this belief we regularly contribute research, reports, perspectives and thinking to help inform policy discussions. We ask important questions about how economies can more effectively deliver for society and the role of business in this process. New technologies, fintech, future tax systems, future of work, sustainability - our thought leadership engages in important debates on the topics and issues of the day.



PwC Insurance Summit presented by the Financial Times *Putting Bermuda on an international stage*

As host of the island's largest annual insurance and reinsurance forum, we invest in a high quality, engaging event that brings together respected journalists from a globally leading news organisation, industry thought leaders, CEOs and CFOs of the top 50 reinsurers in the world. We offer CPE credit to hundreds of professionals in the industry who attend our event.



Our forums and insights

22nd Annual PwC Global CEO Survey of over 1,300 CEOs around the world



www.pwc.com/bm

Economic Substance Requirements

Impact on Bermuda-domiciled entities

Overview

The Economic Substance Act 2018 (the "Act" or "ESA") was passed by the Bermuda Government in response to concerns raised by the European Union's Code of Conduct Group (Business Taxation). The Act is effective from 1 January 2019 and addresses the issue of economic substance for relevant businesses by defining "relevant activity" and "core income generating activities".

Who is subject to economic substance requirements?

Every entity that is engaged in a "relevant activity". A "relevant activity" is one where an entity is operating in one or more of the following categories:

- Banking
- Insurance
- Fund management
- Financing and leasing
- Headquarters
- Shipping
- Distribution and service centre
- Intellectual property
- Holding companies

What are the economic substance requirements?

- Managed and directed in Bermuda
- Core income generating activities are undertaken in Bermuda with respect to the relevant activity
- Maintains adequate physical presence in Bermuda
- Has adequate full-time employees in Bermuda with suitable qualifications
- Incurs adequate operating expenditure in Bermuda in relation to the relevant activity

What are the economic substance reporting requirements?

Once adopted, affected companies will be required to file an annual Economic Substance Declaration (an "ESD") with the Bermuda Registrar of Companies (the "ROC").

Timing of compliance with the Act

Existing entities*	Must comply with the provisions of the Act by 1 July 2019 with the first return due in 2020.
New incorporated entities*	Must comply with the provisions of the Act upon incorporation, with the first return due in 2020.

* If an entity fails to comply with the reporting requirements, the ROC may impose fines and penalties applying the powers granted by the Registrar of Companies (Compliance Matters) Act 2017.
* Refers to an entity which relates to the date of the company's incorporation in the UK.
* Refers to an entity incorporated on or after the date in which the ESA comes into operation.

pwc

2018 AI predictions

8 insights to shape business strategy

The image shows a man in a white shirt looking at a screen displaying a grid of data points. The PwC logo is in the bottom left corner, and the URL pwc.com/us/AI2018 is in the bottom right corner.

PwC at the Reinsurance Rendezvous, Monte Carlo. We host leading industry CEOs at events with the PwC global Insurance leader.



Leading sponsor and thought leader at the annual Bermuda Captive Conference, which brings over 800 international professionals to Bermuda; Spanish speaking experts on our Captive team lead sessions in Spanish.



We sponsor and present the RG Business Annual Top Ten Employers of Bermuda Awards.



DirectorConnect

We work with PwC's Governance Insights Center to help boards of directors and their committees meet the challenges of their critical roles and duties. As part of our DirectorConnect programme, we hold free quarterly forums to engage with and educate Bermuda-based boards of directors, board committees, investors and corporate executives on current governance issues, leading practices, and thought leadership on boardroom hot topics, including PwC's Annual Corporate Directors Survey.



Life re/insurance

We're a longtime sponsor of the annual Bermuda International Life & Annuity Conference in September and our senior leaders take part in moderating sessions



Cyber risk

Our cyber specialist George Thomas is invited to participate in sessions at leading cyber conferences and frequently authors articles and reports on cyber and privacy including impact of GDPR and Bermuda's PIPA legislation.



We were engaged by the Bermuda Business Development Agency to produce its Economic Impact Study.

Highlights of the report included:

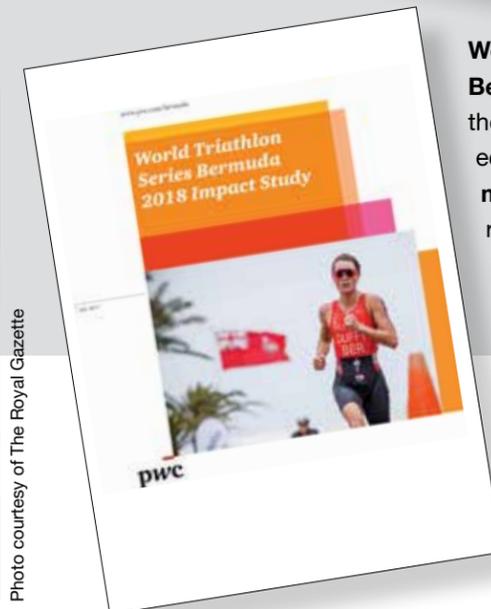
- The BDA had a direct economic impact on the island's economy of **\$26.3 million** in 2017
- An estimated **\$23.5 million** was generated in 2017 by the impact of 165 new international business employees whom the BDA directly helped create jobs for since 2014.
- An additional **\$2.8 million** impact on the island's gross domestic product came from expenditures by 1,700 international visitors who last year attended 15 industry conferences the agency helped attract to the island, resulting in some 2,200 hotel-room nights.



Exclusive sponsor & moderator – Annual Bermuda Chamber of Commerce Budget Breakfast



Photo courtesy of The Royal Gazette



World Triathlon Series Bermuda - PwC's study found the event generated an overall economic impact of **\$4.4 million**, representing a 15% return on the **\$2.9 million** investment by Government

- **PwC Domestic Insurance Survey**, our new survey of risks facing Bermuda and Caribbean insurers & their growth outlook.
- **PwC/CSFI Insurance Banana Skins**, biennial survey of the top risks facing re/insurers globally and in Bermuda.
- **Insurtech Insights 2018** – Arthur Wightman, PwC Bermuda leader, co-author.
- **Global Insurance Run-off Survey** – James Ferris, PwC Bermuda Advisory director, co-author.

- **BDA Executive Forums** – Our partners and directors support the island by taking part in BDA's series of business development forums in the UK, Canada and US throughout the year.



- **Economic Substance** – We share our expertise at local events and are at the forefront of helping industry navigate developments

- **Anti-money laundering expertise** – Assurance manager Jennifer Masters moderated a session on AML/ATF for professionals at the **2018 Captive Education Summit**.

- Our tourism industry specialist teams help clients across the Caribbean region and we share our annual **PwC Hospitality & Leisure Trends** and Europe and North America hotels forecasts

Our people & network credentials and accolades

- **Bermuda:Re+ILS** - Bermuda's Leaders 2018 list (Arthur Wightman, Territory leader).
- **Captive Review international Power 50** 2018 list (David Gibbons, partner, ranked #23).



- **Bermudian Magazine Rising Star 2018 Awards** (Cynarra Phillips, Actuarial Services Team).

Marketplace recognition



Acknowledgements

We would like to thank the following for their contributions:

Jane Pearson - Creative Design
Charles Anderson - Photography
Ann Spurling - Photography



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