Solving tomorrow’s problems, today.
Welcome to 2022

It goes without saying that the past couple of years have been incredibly challenging for everyone. Across the world, so many have been, and are still being, affected by the COVID-19 pandemic. In response, we continue to pull together and do what we can to support our people, our clients and the communities in which we live and work, to help each other get through these challenging times.

I am tremendously grateful to our people - 1,400 strong and spread across 8 territories - for their hard work, unwavering support and dedication to living our core values of working together, acting with integrity and caring, to reimagine the possible and make a difference during a tremendously difficult time. Our collective experience has taught me: the need to protect and take care of our people as best as we can; the value of connecting and keeping in touch with each other; and the importance of taking time for yourself and balancing your personal life with your work.

The New Equation

Prior to the pandemic, we were already immersed in conversations with clients and other stakeholders about the global trends and challenges they faced - matters like technological disruption, climate change, fractured geopolitics, social tension and the dissolution of trust in institutions - trends the pandemic only intensified and accelerated.

Our new strategy in the face of these challenges, which we’ve called The New Equation, centres on how PwC brings together unique combinations of people, powered by technology, galvanising ourselves as a community of solvers to address the two distinct but interconnected needs we know every organisation faces: to build trust and to deliver sustained outcomes for all its stakeholders.

More than just words on paper, we’ve already taken great strides to bring our new strategy to life. We continue to invest substantially in upskilling our people, incorporating new technologies and delivering digital solutions to rapidly build capabilities in areas of value to our clients and stakeholders. As a network and locally, we’ve committed to achieving Net Zero by 2030, these emissions reduction targets have been validated by the Science Based Target initiative (SBTi). We’re focusing on ESG and deploying immersive training opportunities for our partners and our people to better understand the immediate pressures...
PwC in the Caribbean territories including The Bahamas, East Caribbean, Jamaica and Trinidad and Tobago will launch a Regional Corporate Governance Survey to assess the current status of Boards of Directors of privately held and publicly listed companies and public sector entities on important Environmental, Social and Governance (ESG) issues they face. The survey aims to help Boards focus on adopting best practices in governance and develop strategic plans towards more long term sustainability and economic growth for corporations and communities in which they serve.
PwC Bahamas helped the Government of The Bahamas to position itself as a digital leader in the Caribbean. The firm was commissioned to develop an innovative, online workflow-based system to improve the business operations of the Cabinet and create a fast, secure and robust internal system to manage Cabinet procedures.

The system allows Cabinet Ministers to review and comment on memoranda prior to cabinet meetings. It fosters a more structured document repository for quick retrieval and reference of the documents, reduces the time it takes to go through memoranda and eliminates the time constraints to getting approvals. Users can also receive notifications and reminders for action items. Development of a mobile component of the system is underway.
Modernisation of government processes
The PwC Barbados firm supported an International Development Agency in the transformation of its Finance Function. One key enabler of the transformation programme was the accelerated implementation of a digitalisation strategy and change management plans. Some activities to support this digital transformation include, analysis and visualisation using business intelligence tools; reviewing the current systems to determine the right tools are being used; understanding how to improve data consistency issues; assessing opportunities to use modern tools to support the finance function.

Our research found leading finance organisations are meeting similar challenges head on, with an emphasis on: becoming digitally-enabled and focused on speed; while maintaining control and managing changing regulatory environments.
Digital transformation of finance functions
By merging the skills and experience of our people with a robust, leading-edge internal audit (IA) approach using new technologies, PwC Bermuda provided services tailored to startup reinsurers’ specific risk areas.

We helped startup reinsurers establish their IA functions, understand and develop critical processes, assess and advise on their compliance with Bermuda-specific regulations, test their internal controls over financial reporting and identify enhancements and efficiencies in their processes to right-size their control environment, streamline their reporting timetables and set them up for success from the start.
April 2022

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22  | BS, BB, BVI, GY, JM, KY, LC, TT | 23
24  | 25  | 26  | 27  | 28  | 29  | 30

Income Tax
BB 30
GY 1
GY 30
TT 15
TT 30

Payroll Tax
BB 15
BM 15
GY 14
JM 14
LC 7
LC 15
TT 15

VAT
BB 21
JM 29
LC 21
TT 25

Withholding
BB 15
JM 14
In the early stages of the pandemic, PwC in the Caribbean provided support to a national organisation of private sector entities which developed a response fund providing relief to vulnerable groups impacted by COVID-19. We were also able to support the planning and management of the fund by helping with technical accounting and financial modelling expertise.

The response fund financed a national relief programme which provided support to households in vulnerable communities and frontline healthcare workers. Activities included food relief to 34 communities and assistance to nonprofits providing health checks and distributing masks.
Financial modeling for National COVID-19 Response Fund
PwC Cayman staff have worked alongside the Cayman Islands Department of Environment to help protect the beautiful coral reefs, which surround Cayman, from the spread of Stony Coral Tissue Loss Disease. This was done by assisting with surveillance dives, where photos of healthy and infected coral were taken.

This assisted with tracking the movement and spread of the disease, thus helping to record and plot the current infected and uninfected reef areas around the island. Caring about the preservation and protection of our marine environment is important to us.
### June 2022

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**Calendar Notes:**
- BS, BB, BVI, LC
- TT, LC
- BM, KY, TT

### May 2022

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**Calendar Notes:**
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### Financial Information

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<td>Withholding</td>
<td>JM 15</td>
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### Additional Note
- Protecting our marine environment
PwC Guyana (along with a leading software vendor) worked closely with five key beneficiary agencies, in the Justice Sector, to design and implement a management information system. The system will support the modernisation of the Correctional System by enhancing strategic evidence-based decision-making in the Criminal Justice Sector and ultimately reducing the average number of days from indictment to conclusion. PwC worked closely with the client’s project manager to steer project timelines, conducted robust diagnostics to inform system design and implemented a change management framework to drive adoption of the system.
Modernisation of the Justice Sector

June 2022

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July 2022

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August 2022

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14  | 15  | 16  | 17  | 18  | 19  | 20
21  | 22  | 23  | 24  | 25  | 26  | 27
28  | 29  | 30  | 31  |     |     |   

Income Tax
- GY 1
- TT15
- TT 30

Payroll Tax
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- BM 15
- GY 14
- JM 14
- LC 7
- LC 15
- TT 15

VAT
- BB 21
- JM 29
- LC 21
- TT 25

Witholding
- BB 15
- JM 14
By leveraging our key capabilities and proven experience in the Network, PwC Jamaica was able to refine the digital transformation journey for a major financial services entity.

The PwC team conducted an enterprise-wide gap analysis of the client’s technology and processes. By applying our findings, we supported the solutions implementation for the roll out of their digital transformation programme by using a digital factory approach which will in the long-run improve their agility to roll out new initiatives and seamlessly apply best practices to all areas of the organisation. We’ve helped them to reimagine the way they innovate to expand their business.
Providing technological solutions to job evaluation and compensation exercise for the Civil Service

PwC Trinidad and Tobago is leading a job evaluation and compensation exercise that will impact over 33,000 employees across 48 government ministries/agencies/Statutory Authorities in the Civil Service.

The central objective of the project is the installation of a modern job evaluation and compensation system supported by a leading technology solution that would ensure equity, address anomalies, reflect the relative worth of all the offices and be relevant to the present and future needs of the Service.
Making it easier
to do business

The ease of doing business in Caribbean territories can be a daunting task for foreign investors. **PwC in the Caribbean continues to leverage its vast experience to help private entities transition from wanting to invest in the Caribbean to providing essential information and advice to clients looking to navigate the process of conducting business in the Caribbean.**
PwC in the Caribbean supported a leading Insurance provider to define and select a Policy Administration System to replace an existing outdated operations system application with a more modern and scalable solution that better aligns with their strategy and market needs. We supported our client with defining a clear process, clarifying requirements, progressing internal decision making and evaluating the vendors.
November 2022

October 2022

December 2022

Payroll Tax
BB 15
GY 14
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LC 7
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TT 15

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Witholding
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IT modernisation of operational systems
Climate change and the growing focus on societal issues are increasingly affecting and even disrupting business and operating models of organisations throughout the world. COVID-19 has put an even stronger emphasis on this and the speed of change is accelerating. With growing awareness levels among investors, societies and other stakeholders, organisations are operating under increased public, political and shareholder scrutiny.

At PwC, we work with clients to consider climate and sustainability issues with the aim of future-proofing businesses by making them more resilient and sustainable. Our aim is to help clients understand and execute on the options available to transform their organisation from strategy through execution to ensure relevance and profitability in a world undergoing dramatic transition.
The Bahamas

Name: Commonwealth of The Bahamas
Location: 20 28 N, 72 80 W
Capital: Nassau  Area: 13,878 km2 / 5,358 miles2
Airport(s): Lynden Pindling International Airport (Nassau)
            Grand Bahama International Airport (Freeport)
Population: 389,482  Currency: Bahamian Dollar (BSD)
Languages: English (official)
Motto: Forward, Upward, Onward, Together
Anthem: March On, Bahamaland
Date of Independence: 10 July 1973 (from the UK)

Principal Tax Filing & Payment Deadlines
The Commonwealth of The Bahamas introduced a value-added tax (VAT) in 2015. VAT returns and payments must be received within 28 days after the end of each tax period.

There are no significant corporate or individual income tax filing deadlines in the Commonwealth of the Bahamas due to the absence of income taxes.

National Holidays 2022

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<th>Date</th>
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<tr>
<td>1 January</td>
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<td>15 April</td>
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<td>Independence Day</td>
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<td>1 August</td>
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<td>National Heroes Day</td>
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<td>26 December</td>
<td>Christmas Day Holiday</td>
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<td>27 December</td>
<td>Boxing Day Holiday</td>
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</table>
**Barbados**

Name: Barbados  
Location: 13 10 N, 59 32 W

Capital: Bridgetown  
Area: 431 km² / 166.4 miles²

Airport(s): Grantley Adams International Airport

Population: 287,375  
Currency: Barbados Dollar (BBD)

Languages:  
English (official)

Motto: Pride and Industry

Anthem: In Plenty and In Time of Need

Date of Independence: 30 November 1966 (from the UK)

**Principal Tax Filing & Payment Deadlines**

**Income Tax:**  
Estimated tax for individuals earning > 25% of their income from business/ rent due on 15 June, 15 September and 15 December. The balance must be paid on filing of the Income Tax Return by 30 April of the following year. Other individuals must pay 50% of the income tax due on filing the Income Tax Return on 30 April of the following year and the remainder on 30 September.

**Corporate**  
Companies with Fiscal Periods Ended (FPE) Jan – Sep:  
Income Tax: Estimated tax payable by 15 September of current year. Income Tax Return and final payment due by the following 15 March.

Companies with FPE Oct – Dec: Estimated tax payable by 15 December of current year and 15 March of the following year. Income Tax Return and final payment due by the following 15 June.

**Withholding:**  
Remittance of tax deducted from payments made by the 15th of the following month or within 7 days of the tax being withheld.

**Payroll:**  
Remittance of PAYE and Social Security by the 15th of the following month. Employer’s Annual PAYE Returns due by 28 February.

**VAT:**  
Filing of bimonthly VAT Return by the 21st of the month following the end of the VAT accounting period.
Bermuda

Name: Bermuda    Location: 32 20 N, 64 45 W
Capital: Hamilton    Area: 54 km² / 20.6 miles²
Airport(s): L.F. Wade International Airport
Population: 62,253    Currency: Bermudian Dollar (BMD)
Languages: English (official), Portuguese
Motto: Quo Fata Ferunt  [Whither the Fates Carry Us]
Anthem: God Save the Queen (official)
Date of Independence: Not applicable (overseas territory of the UK)

Principal Tax Filing & Payment Deadlines
There are no significant corporate or individual income tax filing deadlines in
Bermuda due to the absence of income taxes. Payroll taxes (applicable to
employees normally resident in Bermuda) are payable quarterly on or before 15
January, 15 April, 15 July and 15 October of each year.

National Holidays 2022

1 January    New Year’s Day
3 January    New Year’s Day Holiday
15 April    Good Friday
27 May    Bermuda Day
20 June    National Heroes’ Day
28 July    Emancipation Day
29 July    Mary Prince Day
5 September    Labour Day
11 November    Remembrance Day
26 December    Christmas Day
27 December    Boxing Day
**National Holidays 2022**

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<td>New Year’s Day Holiday</td>
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<td>12 June</td>
<td>Queen’s Birthday</td>
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<td>1 July</td>
<td>Territory Day</td>
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<td>Festival Monday</td>
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*(Tentative dates as the official dates haven’t been released by the Government of the British Virgin Islands at the date of printing.)*

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**British Virgin Islands**

Name: British Virgin Islands  
Location: 18 30 N, 64 30  
Capital: Road Town  
Area: 153 km² / 59 miles²

Airport(s): Terrance B. Lettsome International Airport  
Population: 35,015  
Currency: US Dollar (USD)

Languages: English (official)  
Motto: Vigilate [Be Vigilant]  
Anthem: God Save the Queen

Date of Independence: Not applicable (overseas territory of the UK)

**Principal Tax Filing & Payment Deadlines**

There are no significant tax payment or filing deadlines in the British Virgin Islands due to the absence of income, corporate, capital gains, or withholding taxes.
Cayman Islands

Name: The Cayman Islands  
Location: 19.30 N, 18.40 W

Capital: George Town  
Area: 264 km² / 102 miles²

Airport(s): Owen Robert’s International Airport (Grand Cayman) 
Gerrard-Smith Airport (Cayman Brac) 
Edward Bodden Airfield (Little Cayman)

Population: 65,786  
Currency: Cayman Islands Dollar (CI$)

Languages: English

Motto: He Hath Founded it Upon the Seas

Anthem: God Save the Queen (National Song: Beloved Isle Cayman)

Date of Independence: Not applicable (overseas territory of the UK)

Principal Tax Filing & Payment Deadlines
There are no significant tax payment or filing deadlines in the The Cayman Islands due to the absence of income, corporate, capital gains, or withholding taxes.

National Holidays 2022

1 January  New Year’s Day
3 January  New Year’s Day Holiday
24 January National Heroes Day
2 March  Ash Wednesday
15 April  Good Friday
18 April  Easter Monday
16 May  Discovery Day
20 June  Queen’s Birthday
4 July  Constitution Day
7 November  Remembrance Day
25 December  Christmas Day
26 December  Boxing Day
27 December  Christmas Day and Boxing Day (observed)
Guyana

Name: Cooperative Republic of Guyana
Location: 500 N, 59 00 W
Capital: Georgetown
Area: 214,969 km² / 83,000 miles²
Airport(s): Cheddi Jagan International Airport
Population: 786,552
Currency: Guyanese Dollar (GYD)
Languages: English (official), Amerindian dialects, Creole, Hindi, Urdu
Motto: One People, One Nation, One Destiny
Anthem: Dear Land of Guyana
Date of Independence: 26 May 1966 (from the UK)

National Holidays 2022

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<td>1 May</td>
<td>Labour Day (Observed on 2 May)</td>
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<td>26 May</td>
<td>Independence Day</td>
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<td>CARICOM Day</td>
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<td>Deepavali</td>
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Principal Tax Filing & Payment Deadlines

Income Tax:
Self-employed Individuals, payment of estimated Income Tax 1 April, 1 July, 1 October, and 31 December of each year.
Companies:
Filing of Individual/ Corporation Tax Returns:
Tax Returns for prior year along with final tax payment – 30 April.
Withholding:
Remittance of tax within 30 days of making chargeable payment.
Payroll:
Remittance of PAYE by the 14th of the following month.
VAT:
Filing of monthly VAT Return and payment due by 15 official working days after the end of the VAT period.
Social Security:
Remittance by the 15th day of the following month.
Jamaica

Capital: Kingston  
Area: 10,991 km² / 4,243 miles²

Airport(s): Norman Manley International Airport (Kingston)  
Donald Sangster International Airport (Montego Bay)

Population: 2,961,16,090  
Currency: Jamaican Dollar (JMD)

Languages: English (official), Jamaican Creole

Motto: Out of Many, One People

Anthem: Jamaica, Land We Love

Date of Independence: 6 August 1962 (from the UK)

National Holidays 2022

1 January New Year’s Day
2 March Ash Wednesday
15 April Good Friday
18 April Easter Monday
23 May Labour Day
1 August Emancipation Day
6 August Independence Day
17 October National Heroes’ Day
25 December Christmas Day (observed 26 December)
27 December Boxing Day

Principal Tax Filing & Payment Deadlines


Withholding: Remit tax/contractors levy deductible from payments made in each calendar month by the 14th of the following month along with the prescribed return.

Payroll: Filing of Return of Employer’s Monthly Payroll Deductions and remittance of PAYE, Education Tax, NIS, NHT and HEART contributions by the 14th of the following month. An Annual Employer’s Return in respect of all Payroll deductions is due by 31 March after the calendar year end.

VAT: Filing of monthly General Consumption Tax (GCT) Return along with payment by the last working day (excluding Saturdays, Sundays and public holidays) of the following month.
Saint Lucia

Name: Saint Lucia 
Location: 13 53 N, 60 58 W

Capital: Castries 
Area: 616 km² / 237.8 miles²

Airport(s): George F. L. Charles Airport (Castries)
           Hewaorra International Airport (Vieux Fort)

Population: 164,464 
Currency: Eastern Caribbean Dollar (XCD)

Languages: English (official), French Patois

Motto: The Land, The People, The Light

Anthem: Sons and Daughters of Saint Lucia

Date of Independence: 22 February 1979 (from the UK)

Principal Tax Filing & Payment Deadlines

Income Tax: There is withholding of tax from salaries (pay-as-you-earn or PAYE) based on tax codes obtained when employees register with the Inland Revenue Department. Tax withheld by employers is paid to the Inland Revenue on a monthly basis. Self-employed persons and individuals in partnerships are required to pay instalments by 25 March, 25 June, and 25 September. Any additional tax due is payable with the PIT return by 31 March in the following year.

Corporate Income Tax: Tax is payable in installments on 25 March, 25 June, and 25 September in each year of income, based on the preceding year’s income. Any remainder is payable within three months of the end of the fiscal year.

Payroll: Remittance of Social Security by the 7th of the following month. Remittance of PAYE by the 15th of the following month.

VAT: Filing of monthly VAT returns by the 21st of the month following the end of the VAT accounting period.

National Holidays 2022

1 January New Year’s Day
3 January New Year’s Day Holiday
22 February Independence Day
15 April Good Friday
18 April Easter Monday
1 May Labour Day
6 June Whit Monday
16 June Corpus Christi
1 August Emancipation Day
3 October Thanksgiving Day
13 December National Day
25 December Christmas Day
26 December Boxing Day
Trinidad and Tobago

Name: Republic of Trinidad and Tobago
Location: 11° 00' N, 61° 00' W
Capital: Port of Spain
Area: 5,128 km² / 1,980 miles²
Airport(s): Piarco International Airport (Trinidad)
ANR Robinson International Airport (Tobago)
Population: 1,399,488
Currency: Trinidad and Tobago Dollar (TTD)
Languages: English (official), Hindi, Chinese, French-Patois, Spanish
Motto: Together We Aspire, Together We Achieve
Anthem: Forged from the Love of Liberty
Date of Independence: 31 August 1962 (from the UK)

National Holidays 2022

1 January New Year’s Day
28 February Carnival Monday
1 March Carnival Tuesday
30 March Spiritual Baptist Shouter Liberation Day
15 April Good Friday
18 April Easter Monday
3 May Eid-ul-Fitr
30 May Indian Arrival Day
16 June Corpus Christi
19 June Labour Day (Observed on 20 June)
1 August Emancipation Day
31 August Independence Day
24 September Republic Day
24 October Divali
25 December Christmas Day
26 December Boxing Day

Principal Tax Filing & Payment Deadlines

Income Tax:

Withholding:
- Remittance of tax within 30 days of making chargeable payment.

Payroll:
- Remittance of PAYE, National Insurance and Health Surcharge by the 15th of the following month.

VAT:
- Filing of bimonthly VAT Return and payment due by the 25th of the following month.
### Other Caribbean territories that we serve

<table>
<thead>
<tr>
<th>Name</th>
<th>Anguilla</th>
<th>Antigua and Barbuda</th>
<th>Dominica</th>
<th>Federation of Saint Kitts and Nevis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flag</td>
<td><img src="image" alt="Flag of Anguilla" /></td>
<td><img src="image" alt="Flag of Antigua and Barbuda" /></td>
<td><img src="image" alt="Flag of Dominica" /></td>
<td><img src="image" alt="Flag of Federation of Saint Kitts and Nevis" /></td>
</tr>
<tr>
<td>Location</td>
<td>18 15 N, 63 10 W</td>
<td>17 03 N, 61 48 W</td>
<td>15 25 N, 61 20 W</td>
<td>17 20 N, 62 45 W</td>
</tr>
<tr>
<td>Capital</td>
<td>The Valley</td>
<td>Saint John's</td>
<td>Roseau</td>
<td>Basseterre</td>
</tr>
<tr>
<td>Area</td>
<td>91km² / 35 miles²</td>
<td>442.6 km² / 170.8 miles²</td>
<td>751 km² / 291 miles²</td>
<td>261km² / 100.7 miles²</td>
</tr>
<tr>
<td>Airport(s)</td>
<td>Clayton J. Lloyd International Airport</td>
<td>V. C. Bird International Airport (Antigua) Barbuda Codrington Airport (Barbuda)</td>
<td>Douglas-Charles Airport and Rosseau-Canefield Airport</td>
<td>Robert L. Bradshaw International Airport (St. Kitts) Vance W. Amory International Airport (Nevis)</td>
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<tr>
<td>Population</td>
<td>15,181</td>
<td>98,979</td>
<td>72,223</td>
<td>53,544</td>
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<td>Languages</td>
<td>English (official)</td>
<td>English (official), Antiguan creole</td>
<td>English (official), Creole (French)</td>
<td>English (official)</td>
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<tr>
<td>Motto</td>
<td>Strength and Endurance</td>
<td>Each Endeavouring, All Achieving</td>
<td>Après le Bondie, C’est la Ter [After God is the Earth]</td>
<td>Country Above Self</td>
</tr>
<tr>
<td>Anthem</td>
<td>God Save The Queen (official)</td>
<td>Fair Antigua, We Salute Thee</td>
<td>Isle of Beauty, Isle of Splendour</td>
<td>Oh Land of Beauty!</td>
</tr>
<tr>
<td>Date of Independence/Political Status</td>
<td>Not applicable (overseas territory of the UK)</td>
<td>1 November 1981 (from the UK)</td>
<td>3 November 1978 (from the UK)</td>
<td>19 September 1983 (from the UK)</td>
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<tr>
<td>Name</td>
<td>Grenada</td>
<td>Montserrat</td>
<td>Saint Vincent &amp; the Grenadines</td>
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<td><img src="image2" alt="Montserrat Flag" /></td>
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<td>13°15′N, 61°12′W</td>
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<tr>
<td>Capital</td>
<td>Saint George’s</td>
<td>Plymouth</td>
<td>Kingstown</td>
<td></td>
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<tr>
<td>Area</td>
<td>344 km² / 133 miles²</td>
<td>102 km² / 40 miles²</td>
<td>389 km² / 150 miles²</td>
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<tr>
<td>Airport(s)</td>
<td>Point Salines International Airport</td>
<td>John A. Osborne Airport</td>
<td>Argyle International Airport</td>
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<td>on St. Vincent and J.F.</td>
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<td>Mitchell Airport in Bequia.</td>
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<td>Population</td>
<td>113,215</td>
<td>4,996</td>
<td>111,263</td>
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<td>Currency</td>
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<tr>
<td>Motto</td>
<td>Ever Conscious of God We Aspire, and Advance as One People</td>
<td>Each Endeavouring, All Achieving</td>
<td>Pax et Justitia [Peace and Justice]</td>
<td></td>
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<tr>
<td>Anthem</td>
<td>Hail Grenada</td>
<td>God Save the Queen (official)</td>
<td>St. Vincent Land so Beautiful!</td>
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<tr>
<td>Date of Independence/Political Status</td>
<td>7 February 1974 (from the UK)</td>
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<td>27 October 1979 (from the UK)</td>
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<th>September</th>
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