

Business response to impacts of the COVID-19 outbreak

Six response areas and main stages under COVID-19 to support

PwC Georgia has put together a team of experts to support your business activities. Critical information on the characteristics of COVID-19 and its impacts on business activity are difficult to assess and are changing overnight.

Our Business Transformation Team provides support to clients in time sensitive and critical scenarios, consistent with the challenges that COVID-19 impacted businesses are now experiencing.

There are six response areas to two main stages which should be considered by management teams as they seek to stabilise their business position:

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Crisis management and response



Workforce



Operations and supply chain

Common issues that many organizations are facing from COVID-19



Finance and liquidity



Tax, trade and regulation



Strategy and brand



You are not alone. We are here to help.



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COVID-19 Recovery and Stabilisation Stage

Develop tactical responses to the challenges of navigating the COVID-19 “new normal”

Maintaining HR critical operations and managing the changes.

- Change management and communications
- Reward and employment services
- Workforce data and analytics advice, workforce modelling

Considering workforce rights, practices and policies

- Advice on rights and obligations of the parties - outlining the opportunities and potential risks;
- Review and preparation of employment agreements, policies, orders and/or addendums;
- Assist in negotiations with employees, trade unions, Ministry of Health etc.
- Consultation on labor safety and data protection

Managing contractual obligations in force majeure events

- Review, identify and analyse obligations affected by the COVID-19 pandemic or future force majeure events;
- Prepare force majeure notice;
- Renegotiation of contractual clauses to avoid litigation or preparation for future outbreaks;
- Representation in a litigation and/or arbitration

Managing liquidity and Cash Flow

- Review and improvement of cash flow management processes
- Develop and implement cash flow automation tools
- Outsource regular cash flow reporting process
- Assist in cash flow budgeting and forecasting

Optimising the tax costs

- Identify tax savings opportunities in current tax positions
- Assist in managing tax risks within business and operating model changes
- Assist in time efficient VAT refunds
- Help with upskilling tax workforce
- Outsource tax functions
- Restructuring/Insolvency advice

Assisting financial service transactions and justifying TP policies

- Analyze current Transfer Pricing (TP) policy and advising on potential changes
- Perform regression analysis to substantiate margins. And benchmark studies
- Restructure current financial transactions to assist with cash flow

Strengthening Internal Controls and ensuring improved operations

- Evaluate design and operational effectiveness of internal controls (including IT, security, fraud controls)
- Reassess key business risks (operational, financial, IT, security)
- Internal Audit co-sourcing/outourcing

Managing Disaster Recovery process

- Recovery Plan development, considering impact of the crisis and criticality of processes, services and systems
- Support in management and supervision of the recovery process and establish proper escalation and reporting procedures

COVID-19 Strategize Stage

Design a strategy for merging stronger in the post COVID-19 economy

Rethinking workforce strategy and organisational Design including the HR function

- ❑ Workforce strategy development
- ❑ Strategic workforce planning, considering the changes in business processes, business needs, headcount requirements (optimisation, hiring, transition, other)
- ❑ Organisational redesign (structure, processes, technology)
- ❑ HR function effectiveness review and HR process optimisation

Managing the risks and establishing Business Continuity Governance system

- ❑ Assessment of risks, Threat Analysis (TA) and Business Impact Analysis (BIA) development
- ❑ Business Continuity (BCP) and Disaster Recovery (DRP) plan development / update
- ❑ BCP test program's and scenarios' development and/or execution

Optimising income and expenses

- ❑ Independence business review through evaluation of income and expense measures
- ❑ Recommendations on cost cutting, investment cuts, extra financing, etc.

Substantiating TP policy as well as margins and markups

- ❑ Perform a detailed industry analysis to support low margins taking into account a country's specific response to the crisis
- ❑ Prepare Transfer Pricing (TP) documents that explain its response to the crisis and the effect on the business
- ❑ Participate in conversations with the revenue services to explain new approaches used

Contact

For a deeper discussion, please contact PwC Georgia transformation Team:



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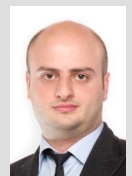
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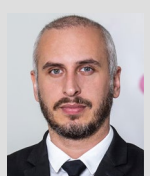
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