

# PwC Global Disability Inclusion Strategy

2022



# Disability Inclusion at PwC: Our vision and strategy

When we talk about disability, we consider this broadly and to include any person with lived experience, whether that relates to their physical ability, neurodiversity, mental health and/or chronic health condition.

In 2020, PwC's Global Chairman Bob Moritz, and a number of other Territory Senior Partners (TSPs), became signatories of the Valuable 500, a global movement putting disability on the business leadership agenda. As part of this, PwC is committed to appointing a Global Disability Leader to drive accelerated and lasting change across the network. This was achieved in September 2021, with the appointment of Leandro Camilo, a Partner and the I&D Leader for PwC Brazil. This signalled our commitment to further supporting disabled people at PwC and those who have caring responsibilities, as well as people in the wider communities in which we work.



## Our vision

To foster an environment where people with disabilities are included, feel empowered to be themselves and have access to the support and adjustments they need to thrive.

To be considered a leading Disability Inclusion employer and a force for positive change in the global business community.

## Our strategy

Our Global Disability Inclusion Strategy is aimed at elevating disability and driving action both internally at PwC and externally, to improve the lives of people living with disabilities and those who care for them.

We will know we are successful when...

- We are **intuitively considering disability and accessibility in all the business and people decisions we make** from product/service development through to fostering an environment that supports people with disabilities to reach their full potential
- We have **fostered a culture where our people proactively consider the needs of others**, including those with disabilities, and are inclusive in the way they interact and behave
- We have **more people coming forward to share their lived experience and ask for support**, helping us to make sure they have the same access to opportunities as others
- We have **cultivated an environment where people with caring responsibilities have the support and flexibility they need** to look after loved ones whilst working
- We are **considered a leader on Disability Inclusion, and are using our brand to influence the conversation externally, building trust and making a difference**. We will do this by leveraging our purchasing power to influence the development of disability inclusive products through our procurement processes

# Disability Inclusion at PwC:

## Our six areas of focus

### 1. Leadership commitment

Elevating Disability Inclusion in line with our commitment to creating a more diverse and inclusive workplace, serving our purpose of building trust in society and solving important problems.

Making sure territories across the network have access to the expertise and guidance to enable effective strategy development and planning as well as engagement of senior leadership. Where possible, working with TSPs and I&D Leaders to set KPIs to demonstrate commitment.

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### 2. Talent and representation

Increasing representation of people with disabilities, both visible and non-visible, including those who are neurodifferent.

Increasing visible role models at all levels that share openly about their lived experience both in the workplace and outside.

Working with territories to review and strengthen their approach to attracting, developing and retaining talent, supporting them so that all roles are disability inclusive, and the unique skills people with disabilities bring are leveraged and truly valued.

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### 3. Culture of awareness

Increasing awareness and understanding of disability and neurodiversity across the network through accessible communications, including the importance of our people committing to self education.

Building a culture where people feel comfortable talking openly about disabilities, asking for support and supporting others, whilst also recognising the implication of the specific legal and cultural nuances in each territory.

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### 4. Adjustments and support

Investing time in understanding the needs of our people and clients. Working with territories so there are clear policies and processes for adjustments in place.

In addition, making sure wider support is available for people with disabilities and those with caring responsibilities should they need it. Whilst doing this, keeping in mind the effects of the COVID-19 pandemic and other global events on working culture and behaviours.

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## 5. Data and self-identification

Fostering an environment where people feel able to share their lived experience.

Educating and encouraging the sharing of long term conditions, including mental health and neurodiversity, where appropriate and in line with local legislation.

Setting up our global technology systems to successfully capture disability data and using these insights to shape the work we do.

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## 6. Accessibility

A strong focus on universal and inclusive design, for both our physical and digital environments. Keeping disability front of mind when procuring services, making investments, developing products and creating internal and client assets.

Establishing global guidelines and adherence to these across the network to make sure there is compliance with Web Content Accessibility Guidelines (WCAG).

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