



Equal Employment Opportunity and Affirmative Action Policy

It is the policy of PricewaterhouseCoopers IT Services (US) LLC ("ITSCo US") to provide equal employment opportunities (EEO) to all employees and applicants for employment. ITSCo US is an equal opportunity employer and in accordance with applicable law, ITSCo US will take all reasonable steps to prevent unlawful discrimination against individuals based on their race, traits associated with race (including hair texture and hairstyle), color, ethnicity, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status. This policy applies to all terms and conditions of employment, including, but not limited to, recruiting, hiring, placement, promotion, demotion, transfer, reduction of workforce and termination, rates of pay or other form of compensation, benefits, application of policies, selection for training, the use of all facilities, and participation in all ITSCo US-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by ITSCo US where appropriate.

As part of ITSCo US's EEO policy, ITSCo US will also take affirmative action to ensure the employment and advancement of qualified minorities, women, persons with disabilities and protected veterans. . Rebecca Spencer, Director of Human Capital Operations, fully supports ITSCo US's equal opportunity and affirmative action policies.

Employees, applicants and independent contractors shall not be subjected to harassment, retaliation, intimidation, threats, coercion, or discrimination because they have: (1) filed a complaint; (2) testified, assisted or participated in an investigation, compliance review, hearing, litigation or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state, or local law requiring equal opportunity. If you feel like you have been subjected to harassment, retaliation and/or intimidation please email GBL_ITSCo_Compliance_and_Independence@pwc.com

ITSCo US will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with ITSCo US's legal duty to furnish information.

The above-mentioned ITSCo US policies are applicable to all employees, applicants and independent contractors, and shall be periodically brought to the attention of supervisors. It is the responsibility of each supervisor of ITSCo US to ensure affirmative implementation of these policies. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.



PwC IT Services (US)

Rebecca Spencer is assigned to direct the establishment of and to monitor the implementation of personnel procedures to guide the affirmative action program throughout ITSCo US. Rebecca Spencer

will have responsibility to review and update ITSCo US's affirmative action plan annually, including responsibility for the audit and reporting system. A notice explaining ITSCo US's policy and availability for viewing the affirmative action plan will remain posted.

Email Nathan Burrows with ITSCo US Human Capital, at Nathan.Burrows@pwc.com, to view PricewaterhouseCoopers IT Services (US) LLC's Affirmative Action Program (AAP) virtually during regular business hours