



Overview of the personal independence review process

Personal independence means being **personally and financially independent of PwC's audit clients** and their affiliates. PwC is expected by our clients and regulators to **maintain independence and objectivity**.

Why do we maintain personal independence?

- Failure to maintain personal independence can result in damage to our brand and reputation of our people, the firm and our clients, and could result in financial or other penalties for the individuals involved.

Who does independence apply to?

- Partners and employees** whose roles require them to maintain independence
- Immediate family members** - spouse/spouse equivalent (including live-in partners) and dependents
- Entities the partner or employee controls** - LLCs, partnerships, trusts, estates and powers of attorney
- Other close family members** - [assessed on a case-by-case basis] parents (biological, adoptive or step), any non-dependent children and any siblings (any person who has the same mother or father)

When will this process start?

- You'll receive a confirmation email shortly after accepting your offer from us_my_compliance_dashboard@pwc.com with a link to begin the personal independence confirmation.
- Delays in completing your review could result in your start date being changed. Candidates cannot start with the firm until your review is complete.

What can you expect?

- Candidates **below manager level** will undergo an **employment and business relationships** review before starting with the firm, but won't complete the financial review until after their start date.
- For candidates **at manager level and above**, PwC will conduct a review that looks at **financial arrangements and employment and business relationships** to determine if there are any potential conflicts of interest before starting your role at the firm.
- Employment and business relationships outside of PwC will require review. Not all positions will be approved.

What happens during the financial review?

- The confirmation will ask a series of questions based on your role and level in the firm.
- You may be instructed to provide a recent statement for investment accounts held by you or your immediate family.
- You will be required to record investments, loans and material leases into PwC's Checkpoint tool prior to completing your review.
- You may be asked to change or dispose of some financial holdings.
- Emails requesting follow up action items will be sent to your confirmation dashboard.



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Accept your offer

Complete your offer letter in Workday

Complete your confirmation

Complete your confirmation and provide supporting documentation

Personal independence review and action items assigned

- Respond to all action items timely
- Outside business activities, board positions, and similar positions will require approvals

Confirm your disposals and completion of final action items

Your personal independence review is complete and responsibilities document sent

Go to your action items to review your responsibilities

Agree and submit

Welcome to PwC!

Don't go it alone!

We know personal independence can seem daunting. We'll work with you during the personal independence review process to help you understand the independence policies that apply to you. You'll also have access to numerous resources and training on personal independence to support you throughout your career.

For more information on personal independence requirements and how they affect you and your immediate family members, check out our [Personal independence at PwC](#) website.

If you have any questions, please contact the Compliance Resource Center (CRC):

- 1-877-PwC-Help, option 6 (in the US)
1-813-351-6491 (outside the US)
800-444-0103 (in Mexico)

