

EY UK 2020 Transparency Report: COVID-19

People-centric objectives:

Staying safe

and keeping well

Being productive

at home

Keeping informed

and up-to-date

Principles:

- ▶ **Do the right thing for our people** – by keeping our people and partners, and their families, well and safe.
- ▶ **Do the right thing for our clients** – by maintaining client service, and actively looking for opportunities to support our clients.
- ▶ **Do the right thing for our business** – preserving long-term business health, including financial strength.
- ▶ **Empower our people and partners** – to make sensible decisions.

Initiatives to help manage the impact

Homeworking

implemented successfully from day-one for

16,000+ UK-based people:

- ▶ Success attributed to a long-established culture of flexible and remote working.

Special leave allowance

increased from one week to two.

Discretionary sick pay

extended to all staff with under one year's service.

Risks and work operations

Regular updates and advice on:

- ▶ Accessing equipment and support for homeworking.
- ▶ Ongoing office closures and reopening plans.
- ▶ Cyber threat advice.

Mental health and wellbeing

supported by a series of webcasts:

- ▶ With **10,000+** EY people joining the inaugural COVID-19 webcast.
- ▶ Involving health professionals' advice on COVID-19 issues.
- ▶ Promoting EY's Financial Wellbeing Hub, with information on debt management and accessing financial advice.

Workshops

1,500+ people volunteered to share views on homeworking and returning to the office.

Economic and social support

Examples of EY's help and advice:

- ▶ Support for health services.
- ▶ Co-leader of the UK's Recapitalisation Group – advising HM Treasury and Bank of England on schemes to support company financing and debt management.

Health & Safety/Ergonomic assessments

provided for **3,000+** people including:

2,500 chairs

3,500 monitors

43 sit/stand desks

Overseas home return

support provided to

200+ employees.