

# *PwC Slovakia*



# 1

The Largest  
Consulting  
Company  
in Slovakia



Audit and Assurance, Tax, Advisory, Transactions, Investing  
in Slovakia, Industry Specialisation, Law firm PwC Legal,  
Educational Institute The Academy, Corporate Responsibility

# PwC – No. 1 on the Slovak market

## Global network

We are a member of a global network of PwC firms. Our extensive knowledge of your local environment together with our global expertise gives us a unique advantage when assisting clients solve their complex business issues.



**157**  
countries



**756**  
locations

## Central and Eastern Europe

PwC Slovakia works closely with PwC professionals in other Central and Eastern European countries. This provides our clients with a broader experience and greater expertise than one independent company in each country can provide.



**29**  
countries



**262**  
partners

## Slovakia

25 years of PwC's presence on the Slovak market is reflected in the daily commitment of our 500 professionals in Bratislava and Košice. They have the experience to find the best solutions for our clients, by building strong relationships and trust with them in order to be their reliable partners in day-to-day management decisions, and defining and implementing their long-term vision.



**2**  
offices



**11**  
partners



**500**  
professionals



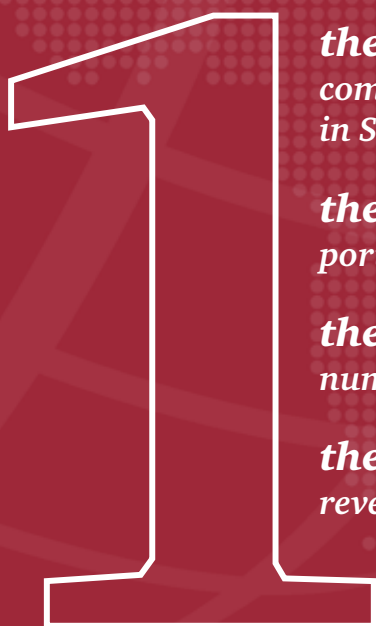
**25 years**  
on the Slovak  
market



**208,109**  
professionals



**8,000**  
professionals



**the largest**  
company  
in Slovakia

**the largest**  
portfolio of services

**the highest**  
number of employees

**the biggest**  
revenue

**PwC Slovakia** retained its position as the largest consulting firm on the Slovak market for the third year running according to the *TREND* weekly. With revenues of more than EUR 41 million in 2014, the firm recorded 23% growth year-on-year. PwC Slovakia is the auditor for 38 firms in the *TREND* TOP 200.

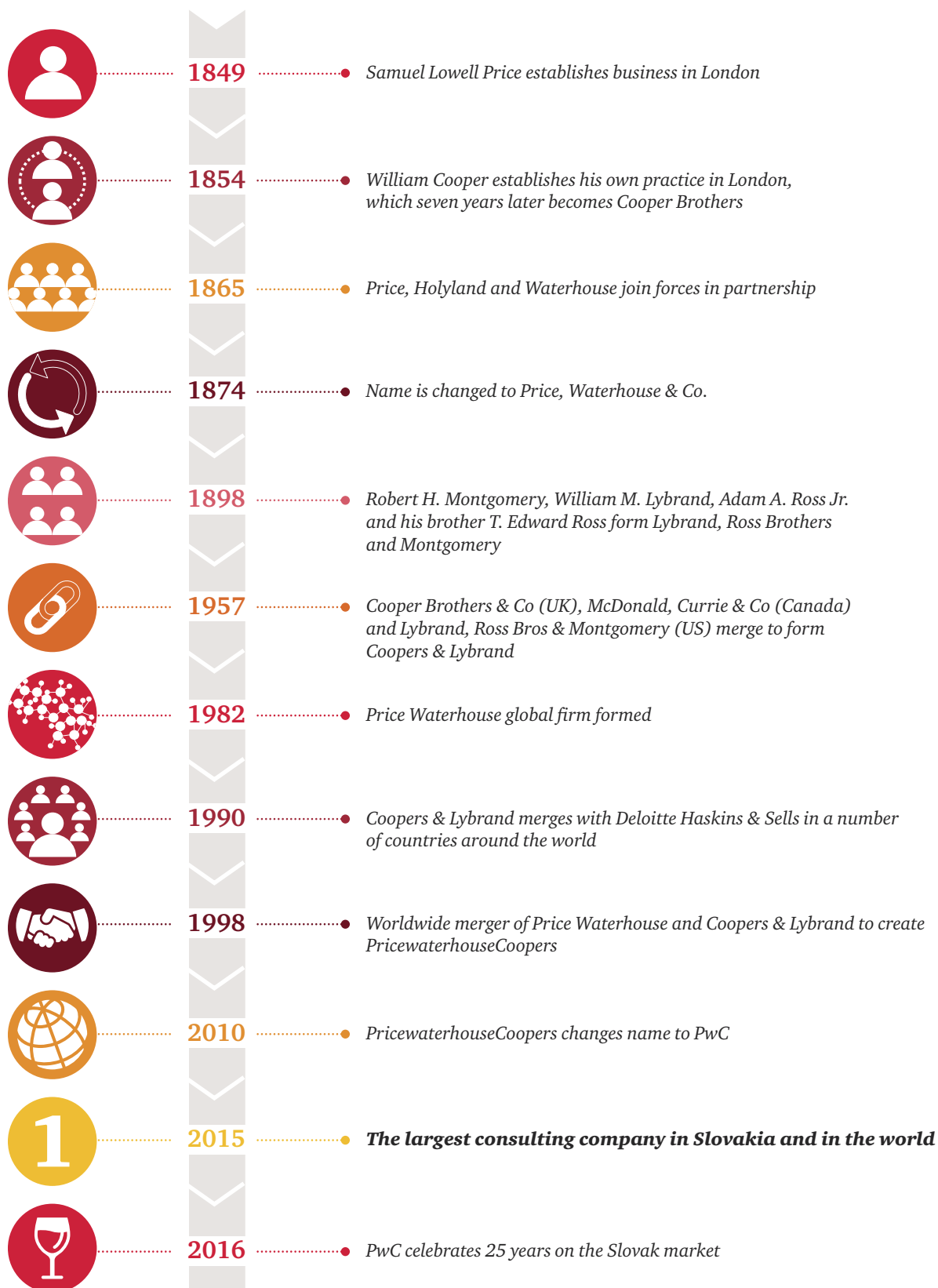
According to the *Financial Times*, **PwC** is the largest consulting firm in the world (6.10.2015). PwC's revenues grew by 10% to USD 35.4 billion in the financial year 2015. This is our strongest revenue growth over the last eight years, up markedly from the previous year and the strongest year-on-year growth that PwC has seen since FY 2007. Growth was strong across all lines of business and in all geographic regions. Advisory operations, which make up 30% of PwC's total global revenues, had a major share in this growth.

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# Our journey

PwC was created by the merger of two firms – Price Waterhouse and Coopers & Lybrand, both with a history going back some 165 years. Both entered the Slovak market in 1991.



# ***Friends and Business Partners***

PwC entered the Slovak market in 1991. During 25 years serving clients in Slovakia, we have faced many challenges and witnessed the transformation of the Slovak economy. We now have more than 500 staff in our offices in Bratislava and Košice, and our business continues to grow.

We are proud of our achievements and that we are the largest consulting firm in Slovakia for the third consecutive year. Our talented and motivated people form the strong foundation of our business. This together with our entrepreneurial culture gives us an edge over our competitors and delivers value to our customers. In 2015, we continued to grow in most areas of our business, but particularly in core audit, tax consulting, technology consulting and professional training services delivered by our Academy.

It is our highly skilled professional people that sets us apart from our competitors. The added value that we deliver rests in our ability to work together with you, meet your expectations and offer complex solutions to your problems. Our success absolutely depends on the talents of our people, their uniqueness and the values they bring to each assignment every day. We are always looking to deepen our business relationships, improve our knowledge and thus develop our world view.



Todd Bradshaw  
*Country Managing Partner*



# Audit and Assurance Services

*Our assurance team offers a broad range of innovative, high-quality and cost effective solutions to our clients to improve their financial control and regulatory reporting systems, and to increase shareholder value.*

The assurance team in Slovakia, consisting of more than 200 specialists, aims to exceed your expectations by continuously reviewing its effectiveness and keeping in close contact with clients during audits.

Our auditors specialise in a particular industry in order to provide their clients with extensive knowledge and understanding of their field, the appropriate business regulations, and market trends. Our experts strive to speak your language, respect your unique situation and create for you the real value that supports the trust of investors.



- *Audit and Assurance Services*
- *International Financial Reporting Standards (IFRS)*
- *Accounting Advisory*
- *Financial Services Regulation*
- *Sarbanes-Oxley 404*
- *Risk Assurance Services*
- *Internal Audit*



## Transparency is Paramount

The biggest casualties of the global financial crisis have been trust and confidence. The consequence is that both private companies and public institutions now attract much greater scrutiny. They are expected to explain their business practices, disclose key relationships, justify their remuneration models, discuss their future plans and make a wider contribution to society. It is not just investors they have to satisfy. They also have to answer to regulators and the general public.

Warren Buffett said that it takes 20 years to build a reputation and five minutes to ruin it. We at PwC advocate transparent business and we uphold this internally while working with our clients.



## Thought Leadership and Education

- **IFRS News**

Alerts shortly after new accounting developments are issued by the IASB

- **IFRS publications**

PwC publishes numerous publications on a number of IFRS topics

- **The Academy**

Internationally recognised certifications and qualifications of leading professional organisations such as ACCA, CIMA, and others

- **IFRS and statutory accounting training**

Professional seminars on current financial issues

*“Transparent disclosure is the key to building trust and changing the way stakeholders and the external markets view your business. But transparency alone is not sufficient. Demonstrating good governance involves creating a true and honest dialogue with all stakeholders.”*

*David Green, Partner, Assurance Leader*

# Tax Services

*Our team staffed by qualified Slovak and expatriate professionals is ready to assist you with the best tax services. Our aim is to help your company take the right tax decisions and to be prepared for the tax challenges you face.*

PwC is the leading provider of tax services both in terms of the size and scope of our tax practice and our reputation which has been earned during 25 years' presence on the Slovak market.

The tax team of 80 specialists in Slovakia is part of the world's largest tax consultancy network. We can help you identify and assess tax risks and minimise your tax liability while ensuring that you comply with all legal requirements.

## *We help you*

- navigate the complexity of laws,
- reduce tax risks and meet your compliance obligations,
- improve tax efficiency,
- formulate effective strategies to optimise taxes, and
- implement innovative tax planning ideas.

- *Tax Consulting and Planning*
- *Business Combination*
- *Tax Transaction Services*
- *Transfer Pricing*
- *International Taxation*
- *Indirect Tax (VAT, Excise, Customs)*
- *Bookkeeping Services*
- *Comprehensive Financial Reporting Services*
- *Preparation of Tax Returns*
- *Taxation of Individuals and Employees' Mobility Planning*
- *Specifically Targeted Services (Regulated Industries, Environmental Advisory, R&D tax credit etc.)*

## *Thought Leadership, Useful Information and Education*

### • **Paying Taxes**

A unique study by PwC, the World Bank and IFC which has been offering analysis of tax systems for the last ten years

### • **Pocket Tax Book**

PwC's guide to the Slovak tax system

### • **Tax & Legal Alert, Indirect Tax Alert**

Tax and legal news available in three language versions

### • **Tax training**

Expert seminars on the current topics you face



## Tax Code of Conduct

The advice we provide to clients follows the Global Tax Code of Conduct. This Code ensures a responsible approach, both to your and our business. On the basis of this Code, we support our clients by:

- understanding and complying with the legal and regulatory obligations relating to the payment of tax,
- planning their business, financial decisions and related affairs in a tax efficient manner, and
- managing tax risks arising from their compliance obligations and corporate governance as well as tax related financial accounting risks centred on the relevant internal controls and appropriate financial reporting.



*“Clients engage us with confidence because we understand the specifics of their business in the given economic environment, and in this context we apply our professional tax knowledge. Taxes are one of the primary areas of interest to everyone who manages their business responsibly.”*

*Christiana Serugová, Partner, Tax Leader*

# Advisory Services

*We help organisations work more efficiently and grow more quickly. We advise our clients on how to build efficient organisations, innovate, grow, reduce costs, manage risks and regulation and use their talent. Our objective is to support you in designing, managing and implementing sustainable positive change.*

Our advisory practice services cover a wide spectrum of functional competencies and a number of sectors. As our team of consultants is closely linked to other PwC specialists in 29 CEE countries as well as to PwC global network, with different languages and business cultures, we are able to deliver complex solutions to our clients based on integrating several capabilities, experience and skills.

Our regional and global reach provides us with competitive advantages underpinned by our ability to share the workload, resources, information and knowledge.

- *Corporate Management Consulting*
  - *Operational Management*
  - *Strategic Management*
  - *Operational Excellence*
  - *Performance Improvement*
- *Risk Management*
- *Restructuring*
- *Innovation and Change Management*
- *Investigation and Forensic Services*
- *Human Resource Services*
  
- *Public Sector Consultancy*
- *Consultancy in Regulated Industries:*
  - *Energy*
  - *Telecommunications*
  - *Postal services*

Organisations throughout the world invest in technologies because they understand that digital progress is unstoppable and touches all players in all markets and, therefore, it is necessary to keep pace with it. Eventually, new technologies affect the manner of improving operational effectiveness and the improvement of services to customers whose preferences are to a large degree influenced by technological progress and the digital revolution.

Firms have learnt from the crisis that investments in operational effectiveness are necessary in order to be able to navigate successfully through the competitive environment. Two thirds of respondents of our Slovak CEO survey 2015 included them among their three major investment priorities. In recent years, CEOs have devoted much of their efforts to initiatives focused on the reduction of costs.

## Operational Excellence

### Transform

PwC has developed a solution for business transformation and the improvement of sales and operations that has been proven by its successful implementation all over the world, including Slovakia.

- Direct engagement of your employees from the very beginning
- Real savings with direct impact on Profit & Loss
- Our fee is based on your real savings
- Accelerated results (3–5 times faster than if done internally)
- Strong project management and supervision methodology by PwC
- Minimum disruption to operations
- The organisation is able to sustain the changes by itself
- A joint project and joint management structure



*“Growth and change are two things that no business can afford to ignore. Our clients increasingly expect more from us and are willing to pay for solutions tailored to their specific issues rather than standardised offerings.”*

*Ivo Doležal, Partner*

# Transaction Services – Deals

*We help companies make acquisitions and strategic alliances that allow them to access the global capital markets with the objective to maximise the return on deals.*

We help clients do better deals and create value through mergers, acquisitions, disposals and restructuring.

Experts from our team work together with clients to develop the right strategy before the deal, help execute deal seamlessly, identify issues that will bring value and should be points of further negotiation, and implement changes to deliver synergies and improvements after the deal.

## *Solutions for Slovak Businesses*

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### **Financing your growth**

Entry of a strategic or financial partner

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### **Business expansion**

How to enter a foreign market?

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### **Succession planning**

Who will take over the baton of your success?

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### **Sustainable growth**

How to launch and manage growth?

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- *Mergers & Acquisitions Advisory*
  - *Deal Execution*
  - *Deal Origination*
  - *Valuation of Assets*
  - *Preparing Business Plans and Financial Modelling of Projections*
  - *Capital Raising, Debt Raising and Private Equity Financing*
  - *Exit Strategy Reviews*
  - *Strategic Advice and Assistance with Deal Planning*
  - *Public to Private Transactions*
  - *Advice on Hostile Offers and Bid Defence*
- *Due Diligence*
- *Valuations*
- *Tax M&A*
- *Project Finance / Public Private Partnerships*

## *When organic growth does not satisfy the needs*

Do you want rapid access to new markets, assets, technologies, personnel, intellectual property and sources of finance? Do you want to restructure the asset base of businesses by disposing of underperforming assets and/or parts of the business? Do you want to realise the value of your business? Do you want to raise money for expansion? Are you looking for assistance in setting direction and business planning, which may result in an M&A transaction?

To prepare a successful strategy, it is necessary to prepare a detailed analysis of all available alternatives, to consider the level of uncertainty and to understand how your decisions will affect the resulting value.

Wherever you are in the world, we are able to deploy local teams at short notice – teams that combine our deep industry expertise with PwC global network. For every deal we are able to draw on the full range of our services – including due diligence, tax and legal advice.



*“23% of CEOs participating in the Slovak CEO survey 2015 conducted by PwC and Forbes plan to enter into a new strategic partnership or joint venture. Joining forces and working together with other players in the market is a trend which allows the extension of business in circumstances where organic growth is not sufficient.”*

*Alex Šrank, Partner, Advisory Leader*

# Human Resource Services

*The mission of our Human Resource Services department is to raise the level of human capital management in companies. Know-how and experience gained from the local market and global trends allow all our specialists to create professional customised solutions and a return on investment in human capital.*

We provide HR advisory services in more than 100 countries and employ more than 6,000 specialists, which makes us one of the largest global companies in the HR consultancy business. The department of Human Resource Services has been operating in Slovakia since 1992.

## How we can help you

- **Compensation & Benefits**
  - PayWell
  - Job mapping & job grading
  - Remuneration system design
- **Talent management**
  - Assessment centers & development centers
  - Engagement and satisfaction surveys
  - 360 degree surveys
  - Talent management consulting
  - Identification of key talents & succession planning
- **Operations improvement**
  - Performance management
  - HR Controlling
  - Workforce planning
- **Investor's support**
- **HR Audit**
  - Recruitment review
  - HR audit
  - HR due diligence
  - HR process mapping



## Projects and Education

- **PayWell**  
Remuneration survey – an actual overview of salaries and benefits
- **HR Controlling study**  
A strategic tool for efficient management of human resources
- **Training and discussion forums**  
HR Network  
Expert seminars focused on current topics in HR
- **HR Pulse**  
A series of surveys of HR leaders in cooperation with business magazine, Profit
- **Leading HR Organisation**  
A project in which the firms with the most effective HR management and HR best practice in the Slovak market are awarded



# Investing in Slovakia

*Are you considering implementing an investment project in Slovakia? Do you plan to expand or change your business activities, and need financial support?*

*We would be pleased to assist you with your application process for any type of state aid for your investment project.*

## **Investment Assistance and Applying for State Aid**

Our assistance includes a detailed assessment of the opportunities that your business has for being granted support, drafting the investment plan and the application for state aid, subsequent assistance in communicating and negotiating with the relevant authorities, support in project implementation, and drafting monitoring reports during the drawing period.

The PwC Investment & State Aid team consists of professionals from different sectors. They provide complex advisory for clients who are considering investing in Slovakia.

We can advise you on the following options for obtaining investment aid:

- **Investment incentives in the following areas**
  - Industrial production
  - Shared services centres
  - Technology centres
  - Tourism
  - Film production
- **Research and development support**
- **Superdeduction of R&D costs and expenses**
- **European Union funds**

## **State Aid and Investment Newsletter**

Regular information on opportunities for support

This newsletter is designated for all entrepreneurs and those in the public sector who seek financial support for their projects in various areas, such as for the establishment of a business, for the extension of production, for research and development, for the environment, or for tourism.



# Law firm PwC Legal

*Our legal team is skilled and experienced in providing legal advice relating to all aspects of companies' business. Knowledge of the specific issues and detailed preparation are essential to us.*

Since its establishment in 2011, PwC Legal has provided legal advice to many Slovak and multinational clients as well as to internal PwC tax, assurance and advisory experts. PwC Legal is an active member of an international network of PwC firms with thousands of lawyers with different specialisations around the world. This active legal network and international connection is essential for our signature clients and their businesses.

The lawyers of PwC Legal Slovakia work alongside the leading business, assurance and tax advisors of PwC. This close cooperation creates unique opportunities to deal with complex legal matters.

*PwC Legal maintains and continuously improves human capital and expands client relationships in order to be the recognised law firm in the following areas:*

- Mergers and acquisitions
- Tax, corporate and employment compliance
- Business contracts and agreements applying transfer pricing principles
- Tax inspections and tax litigation
- Employment law
- Real estate law



# Special Services

*Our services reflect current development in the market. When Slovakia joined the Eurozone, we helped our clients manage this major change and the related processes. Throughout the financial crisis, we advised our clients on restructuring, cost optimisation, production streamlining and setting cash-flows over the long term.*

## Private Company Services

[www.pwc.com/sk/sukromni-vlastnici](http://www.pwc.com/sk/sukromni-vlastnici)

A growing number of Slovak businesses established and owned by private persons who have worked hard to make their business successful, are looking for opportunities to expand within the CEE region and beyond. Owners seek to hire professional management in order to avoid the day-to-day business resting solely on their shoulders, others consider disposal of the business. Over the last few years, barriers for entering the Slovak market have been significantly reduced and local firms face growing competition. Therefore, they have to look for sources of increasing effectiveness, which can often be found in processes, working capital management and human resources. Internal systems that were sufficient in previous periods start to hinder firms' potential.

Our professionals can assist you to face these challenges:

- *Dealing with a new strategic or financial partner*
- *How to enter a foreign market*
- *How to solve the issue of succession*
- *How to launch and manage growth*
- *How to manage tax costs effectively*
- *How to optimise human capital*

## Slovak Private Owners and Family Business Survey

In cooperation with the daily Hospodárske noviny and Ing. Monika Krošláková, PhD. from the University of Economics in Bratislava, we conduct a survey among Slovak entrepreneurs and family businesses. We focus on the specifics and characteristics of the private sector, as well as on the issue of succession that is currently topical.

## Shared Services Centres

[www.pwc.com/sk/shared-services-centres](http://www.pwc.com/sk/shared-services-centres)

In Slovakia, the number of shared services centres (SSC) is growing and they can be considered a new industry that creates new jobs, brings investment and is beneficial for the Slovak economy. PwC has been focusing on this sector for several years already as we believe the sector is a growth area.

## SSC Survey in Slovakia

The purpose of our survey is to find and document the best practices in establishing and managing shared service centres and provide the SSC leaders with a useful benchmarking tool together with a view on different phases of the development of SSCs in Slovakia and globally.

## Business Service Centre Forum (BSC)

PwC is a founding member of the BSC Forum established in 2014 under the auspices of the American Chamber of Commerce following an initiative by BSC leaders. The mission of the Forum is to create a strong social awareness of the sector's importance for the Slovak economy, and to support its further growth.

## German Business Group

[www.pwc.com/sk/german-business-group](http://www.pwc.com/sk/german-business-group)

Our German Business Group consists of German and Slovak specialists in audit, accounting, tax, law and other areas. All German Business Group members speak fluent German. We coordinate our technical knowledge and experience so that we are able to provide good quality solutions tailored to your needs.

## Steuern Kompakt

Pocket Tax Book in German

Every year we prepare a brief summary of Slovak tax laws and regulations also in German.

# Educational Institute, The Academy

*The Academy's mission is to develop the future leaders that companies need to succeed in the global marketplace by providing internationally recognised professional qualifications, aligned with business and soft skills training.*

The Academy was founded by PwC Slovakia and provides a very extensive portfolio of training courses to obtain internationally recognised certifications and qualifications from leading professional bodies such as ACCA, CIMA, CIPD, PMI, ISACA and CIOT. In addition, we organise professional training on various topics in finance, accounting, human resources and management skills.

***The Academy will prepare you for the exams to obtain certifications and qualifications from the leading professional organisations and associations.***

## **Finance**

ACCA – Association of Chartered Certified Accountants

- ACCA professional qualification
- FIA – Foundations in Accountancy
- DipIFR – ACCA Diploma in IFRS

CIMA – Chartered Institute of Management Accountants

- CIMA professional qualification
- CIMA Certificate in Business Accounting

CIOT – Chartered Institute of Taxation

- ADIT – Advanced Diploma in International Taxation

## **Project Management and IS Audit**

PMI – Project Management Institute

- PMP® – Project Management Professional
- CAPM® – Certified Associate in Project Management

ISACA

- CISA® – Certified Information Systems Auditor

## **Human Resources and Management skills**

CIPD – Chartered Institute of Personnel and Development

- CHRP – Foundation Certificate in HR Practice
- CHRM – Certificate in HR Management

***Unique shaolin courses led by Buddhist trainers and developed especially for CEOs and senior managers***

- “Self-empowerment” the Shaolin way
- Conflict Management
- Stress Management
- Dealing with Uncertainty



***Study Programmes developed by PwC experts***

- IFRS Academy
- VAT School
- Income Tax School

## **New**

***Unique portfolio of the business skills courses:***

- Creativity and lateral thinking
- Visual communication
- Coaching in the workplace

To see our complete offer visit  
[www.pwcacademy.sk](http://www.pwcacademy.sk).



[www.facebook.com/AkademiaPwCSlovensko](https://www.facebook.com/AkademiaPwCSlovensko)



Linkedin: PwC's Academy Slovakia

# Industry Specialisation

*The depth of our industry expertise is an attribute that our clients value highly. Our industry-focused specialisation is designed to anticipate and address your business needs.*

A thorough knowledge of the industry in which you operate, the competitive environment, and Slovak and international regulatory requirements, is essential to achieve your goals and ensure your.

We continuously develop and expand our industry expertise within various economic sectors and flexibly create professional teams specialised in selected sectors and segments. Our clients appreciate that we can offer individual solutions that specifically meet their needs and those of the industry.

*Automotive*

*Financial Services: Banking and Insurance*

*Energy*

*Public Sector*

*Real Estate and Construction*

*Telecommunications and Information Technology*

*Retail*

*Industrial Manufacturing*

## Automotive Suppliers Survey

Slovakia is an automotive country. In cooperation with the Automotive Association of the SR (ZAPSR), we conduct the survey of automotive suppliers operating in Slovakia. Our aim is to map the current situation, the key factors and the outlook for the industry.





# Slovak CEO Survey

*To make the right decision you need the right information. We provide you with the information to allow you to make the most of opportunities ahead of your competitors.*

## Slovak CEO Survey

For 20 years, PwC has been conducting a global survey among the CEOs of leading firms. The findings are presented annually at The World Economic Forum in Davos and are the centre of interest for both participating businesses and the world media.

We conduct the Slovak version of the survey in cooperation with Forbes. We contact business leaders on a regular basis to find out how they perceive the business environment in Slovakia, and this enables us to compare our findings with global trends. The CEOs of companies operating on the Slovak market participate in the survey and share their experience of and views on doing business. The findings are invaluable to the business community and the media, therefore our ambition is that the CEO survey becomes the voice of leaders in Slovakia.

## CEO Discussion Forum

The findings of the Slovak CEO Survey are presented every year at the CEO discussion forum, which we refer to as the 'Slovak Davos'. The forum is marked by an informal, friendly atmosphere, where business leaders discuss current topics arising from the survey's key conclusions, and share their opinions and best practices about doing business in Slovakia.

## The Most Respected CEO Award

The Most Respected CEO award is conferred by the respondents of the Slovak CEO Survey. We ask CEOs to name the CEO they respect and value for the way he/she manages the company, for the success he/she has achieved and for his/her personal qualities. Therefore, it is a unique 'peer-to-peer' recognition. The winner is announced at the CEO discussion forum.



### Most Respected CEO Award winners:

**Richard Marko, CEO**  
ESET spol. s r.o. (2015)

**Igor Vida, CEO**  
Tatra banka, a.s. (2014)

**Vladimír Soták, CEO**  
Železiarne Podbrezová, a.s. (2013)





# Surveys, Studies, Analyses

## **Automotive Suppliers Survey**

We prepare the complex study of automotive suppliers operating on the Slovak market in cooperation with the Automotive Association of the SR (ZAPSR). We focus on mapping the current situation, key factors and the outlook for the coming years within this industry.

## **Slovak Private Owners and Family Business Survey**

Entrepreneurs deal with very specific issues such as succession, trust, loyalty, financing, etc., and these are the themes on which we focus in our survey. We prepare this current picture of privately owned and family businesses in cooperation with the daily Hospodárske noviny and Ing. Monika Krošláková, PhD. from the University of Economics in Bratislava.

## **Economic Crime Survey**

This comprehensive survey of economic crime provides a detailed analysis of the scope and types of fraud, as well as the measures that are applied to identify fraud. It also provides a comparison of Slovak and global data.

## **SSC Survey in Slovakia**

The objective of our SSC Survey is to identify and document best practices in establishing, managing and developing SSCs and to provide a view on the development of the sector in Slovakia.

## **HR Pulse**

A set of surveys performed by our Human Resource Services department among HR leaders in cooperation with business magazine, Profit. Our joint objective is to identify how the HR leaders of businesses in Slovakia view current trends in HR management.

## **Fraud Forum**

A platform of professionals who deal with fraud prevention, detection, and forensic investigation within companies. They share their knowledge of various functions such as finance, internal audit, risk management, security, law, compliance, fraud investigation and others.



## **Regular Information Bulletins**

- **Tax & Legal Alert**  
Tax and legal news available in three language versions
- **State Aid and Investment Newsletter**  
Actual information about opportunities for support
- **IFRS News from PwC**  
New information from the area of accounting issued by IASB

## **Pocket Tax Book**

This practical guide to the Slovak tax system is a useful tool for those involved in the world of business. On yearly basis, it provides a succinct yet informative summary of tax legislation and regulations.

## **PayWell and HR Controlling Studies**

Our interactive PayWell study gives a detailed overview of the current situation within the area of remuneration. The HR Controlling survey analyses key HR management indicators.

## **Paying Taxes**

### **The World Bank, IFC and PwC study**

A unique study that measures the ease of paying taxes in economies worldwide, including Slovakia. Based on the analysis, countries' tax systems are ranked by complexity.

## **Banking Banana Skins • Insurance Banana Skins Studies by CSFI and PwC**

These specific surveys provide an overview of the types of risk in Banking and Insurance. The conclusion of each survey includes a list of major risks in the specific sector globally and in Slovakia.



# Doing Business Responsibly

*The core of our global CR Strategy is to respond to global challenges by doing the right thing and being a catalyst for change. As professional advisors, we promote responsible and transparent business practices and our ambition is to act as a role model in this area.*

PwC is committed to playing a leading role in achieving a sustainable future; we take responsibility for our actions and promote responsible business practices, we support the growth and development of our people and communities, and seek to minimise our impact on the environment.

We strongly emphasise the ethical dimensions of all our actions. The way we do business is expressed in our Code of Conduct, which is an integral part of our corporate culture.

## Our Achievements

**EUR 88,422**

the amount to date by which PwC's Endowment Fund has supported **64** selected projects in the grant programme 'Helping Hand'

**EUR 208,586**

the value of our assurance services that we provided pro-bono or at a discounted rate within **23** audits of NGOs\*

**2,063 hours**

spent by our people on volunteering\*

**EUR 15,455**

the value of our Christmas charity collections and projects\*

**EUR 4,306**

the value of meal vouchers our people donated to various NGOs\*

\* data from July 2010 to June 2015



## PwC's Endowment Fund

One of the ways we support good projects. The Fund supports the 'Helping hand' Employee Grant Programme that provides annual grants.

***Our business leaders will be pleased to provide you with more details at anytime.***



**Todd Bradshaw**  
*Country Managing Partner*  
Tax Services, Co-founder of CFO club in Slovakia



**David Green**  
*Partner, Assurance Leader*  
Technology, Multinational Corporations, Shared Services Centres



**Christiana Serugová**  
*Partner, Tax Leader*  
Tax Planning, Restructuring, Transfer Pricing, PwC Legal



**Alexander Šrank**  
*Partner, Advisory Leader, Assurance*  
Transactions, Energy, Private Company Services



**Alica Pavúková**  
*Partner, Assurance*  
Shared Services Centres, Manufacturing



**Daniel Webster**  
*Partner, Assurance*  
Manufacturing, US GAAP, Business combination



**Ivo Doležal**  
*Partner, Advisory*  
Performance Improvement



**Jens Hörning**  
*Partner, Assurance*  
Automotive, Business German Group



**Juraj Tučný**  
*Partner, Assurance*  
International Financial Reporting Standards, Banking



**Mike Jennings**  
*Partner, Advisory*  
Financial Services



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