

IESBA Post-Implementation Review (PIR) Survey

Responding to Non-Compliance with Laws and Regulations (NOCLAR®)

Introduction

This survey is only applicable to respondents that have adopted or use or benefit from the [Responding to Non-Compliance with Laws and Regulations \(NOCLAR\)](#) provisions in the [International Code of Ethics for Professional Accountants \(including International Independence Standards\)](#) (the Code). Sections 5260 and 5360 as contained in the [International Ethics Standards for Sustainability Assurance \(including International Independence Standards\)](#) (IESSA), and conforming amendments to Sections 260 and 360 arising from the development of the IESSA, are outside the scope of this survey and only become effective in December 2026.

1. The International Ethics Standards Board for Accountants (IESBA) is conducting a post-implementation review (PIR) of the NOCLAR provisions in Sections 260 and 360 of the Code.
2. This survey seeks to obtain input from a broad range of stakeholders to enable the IESBA to determine:
 - (a) Whether the NOCLAR provisions have achieved their intended purpose by identifying:
 - (i) Benefits from applying the provisions; and
 - (ii) Any practical challenges or questions regarding their implementation, including whether they are being consistently understood and applied; and
 - (b) What actions, if any, are needed by the IESBA to address identified matters.
3. The responses received will be analyzed for purposes of providing feedback to the IESBA and in developing recommendations for any actions.
4. Recognizing that some respondents may wish to discuss certain NOCLAR or NOCLAR-related matters on a confidential basis instead of documenting them in writing when responding to this survey, respondents are welcome to reach out to the IESBA Project Team (email jeanneviljoen@ethicsboard.org and kamleung@ethicsboard.org) to discuss such matters confidentially. In such circumstances, respondents are requested to discuss the matters on an anonymized basis.
5. The survey comment period starts on April 1 and ends on July 30.

Survey Responses to be Made Public

6. Unless confidentiality is specifically requested, respondents' submissions will be considered a matter of public record and will be posted to the IESBA's website. Where confidentiality is requested, respondents are nonetheless requested to provide any detailed input on an anonymized basis.
7. Some questions ask for details, examples or sharing of relevant reports or materials. Respondents are requested to provide such information on an anonymized basis.

Survey Instructions

8. Respondents to the survey are asked to provide their responses only on the questions applicable to

the stakeholder group to which they belong:

- [Part A](#) — Demographic Information (All Respondents)
 - [Part B](#) — Jurisdictional Standard Setters (JSS)
 - [Part C](#) — Professional Accountancy Organizations (PAOs)
 - [Part D](#) — Regulators or Oversight Bodies
 - [Part E](#) — Accounting Firms or Individual Professional Accountants in Public Practice (PAPPs)
 - [Part F](#) — Professional Accountants in Business (PAIBs)
 - [Part G](#) — Other Users or Beneficiaries of the Code
9. Respondents may respond to all questions or only selected questions or matters. All responses to this survey, whether complete or partial, will be accepted and considered as input for the IESBA Project Team's analysis.

Overview and Key Intended Outcomes of the IESBA NOCLAR Provisions

10. The IESBA NOCLAR provisions establish a response framework to guide auditors, other PAPPs, and PAIBs in deciding how best to act in the public interest when they become aware of NOCLAR or suspected NOCLAR.
11. NOCLAR is any act of omission or commission, intentional or unintentional, committed by a client or employer, or by those charged with governance (TCWG), by management or by other individuals working for or under the direction of a client or employer which is contrary to the prevailing laws or regulations.
12. For a more detailed overview of the NOCLAR provisions of the Code, please access the following link [here](#).
13. Key intended outcomes of the NOCLAR provisions in the public interest include:
- Ensuring that PAs respond in a timely way to identified or suspected NOCLAR.
 - Rectifying, remediating, or mitigating the adverse consequences of identified or suspected NOCLAR to stakeholders and the general public.
 - Deterring the commission of NOCLAR.
 - Stimulating increased reporting of identified or suspected NOCLAR where required by law or regulation, or where determined appropriate under the Code in the public interest.

Part A – Demographic Information (All Respondents)

1. Please indicate if you are responding as an individual or on behalf of your organization?
- (a) If you are responding as an individual:
- (i) Please indicate your jurisdiction
- (ii) Approximate years of professional experience:
- Less than 5 years

- 5–10 years
- 11–20 years
- More than 20 years

(b) If you are responding on behalf of your organization, please indicate the jurisdictional profile which best represents your situation, i.e., from which jurisdictional perspective are you providing your responses?

- Global
- Regional (*Please specify*)
- Multiple jurisdictions (*Please specify*) - *The South African Institute of Chartered Accountants (SAICA) is constituted and has a headquarter in South Africa, however, it serves members and stakeholders across multiple jurisdictions through its international offices and regional representation. SAICA has operations and member networks in jurisdictions including South Africa, Americas, UAE, Australia the United Kingdom and various African countries. In addition, SAICA is a member of international accounting alliances such as Chartered Accountants Worldwide (CAW) and the Global Accounting Alliance (GAA) and the Pan African Federation of Accountants providing an international and continental perspective on professional and ethical matters (Note: The responses below do not represent those of CAW, GAA and PAFA).*
- Single jurisdiction (*Please specify*)

2. Please indicate the stakeholder category to which you belong, i.e., from which perspective are you providing your responses? *If you or your organization has one or more roles (e.g., JSS and Regulator), please respond to all relevant parts of the survey.*

- JSS (**Complete Part B**) (*Please indicate the users of your standards as a JSS, e.g., individual PAPPs, professional accountants in business (PAIBs) and/or accounting firms (including audit firms)*)
- PAOs (**Complete Part C**) (*Please indicate whether your members are PAPPs and/or PAIBs*)
SAICA's membership comprises both:
 - **Professional Accountants in Public Practice (PAPPs); and**
 - **Professional Accountants in Business (PAIBs)**
- Regulators or oversight bodies (**Complete Part D**) (*Please indicate which of the following you regulate or oversee (select all that apply): PAPPs (including auditors), PAIBs, accounting firms (including audit firms), none of the above*)
- Accounting firms and individual PAPPs (**Complete Part E**)
- PAIBs (**Complete Part F**)
- Other users or beneficiaries of the Code (*Please specify*) (e.g., investors or other users of financial statements, those charged with governance, academics) (**Complete Part G**)

3. Please provide the following information (*Personal information will not be made public and will only be used by the Project Team to follow up if clarification on your responses is needed*):

- Your organization's name, if any (if you are responding on behalf of an organization¹) South African Institute of Chartered Accountants (SAICA)
- Natasha Soopal / Head of Public Sector and Ethics (Nominated by the SAICA CEO)
- NatashaS@saica.co.za
- Your jurisdiction: South Africa

¹ If you respond on behalf of a global organization, the jurisdiction (or name of the country) in which you work. If you are responding on behalf of a global organization, please indicate "Global" as your jurisdiction.

Part B – Jurisdictional Standard Setters (JSS) N/A

Adoption status and effective date

Note:

Adoption (full or with modifications) refers to the formal acceptance and incorporation of the IESBA standards into a jurisdiction's national laws, regulations or professional requirements.

Convergence is where a jurisdiction aligns its national ethics (including independence) standards or provisions with the IESBA standards through a process that seeks to eliminate or minimize differences between the IESBA and national standards or provisions. This includes a process where an IESBA standard is used as a basis to develop the local standard or provisions.

4. Has your organization adopted the NOCLAR provisions of the Code (IESBA NOCLAR provisions)? *(Please choose the most representative answer)*
 - (a) Yes, through full adoption with no modifications *(Please provide (i) information on the effective date, and (ii) links to the local NOCLAR provisions or the specific announcement of the adoption or issuance of the local NOCLAR provisions)*
 - (b) Yes, through adoption with modifications *(Please (i) describe the nature of, and reasons for, the modifications, (ii) provide information on the effective date, and (iii) provide links to the local NOCLAR provisions or the specific announcement of the adoption or issuance of the local NOCLAR provisions)*
 - (c) No, but the local NOCLAR provisions are converged with the IESBA NOCLAR provisions *(Please (i) provide information on the effective date, (ii) provide links to the local NOCLAR provisions or the specific announcement of the issuance of the local NOCLAR provisions, and (iii) describe any significant differences between the local NOCLAR provisions and the IESBA NOCLAR provisions)*
 - (d) No, there are provisions in relevant law or regulation or a different ethical framework that address NOCLAR *(Please describe any significant differences between the relevant law or regulation or ethical framework and the IESBA NOCLAR provisions)*
 - (e) Not adopted *(Please specify reasons. If there is a plan to adopt the IESBA NOCLAR provisions, please provide details, including timing)*

If you have answered (a), (b) or (c), were the IESBA NOCLAR provisions translated into the local NOCLAR provisions? If yes, please indicate the language of translation.

Guidance and educational materials

5. What guidance or educational materials has your organization issued, or what programs has your organization developed, to support understanding of the local NOCLAR provisions in your jurisdiction? *(Select all that apply and provide links)*
 - Technical guidance (e.g., FAQs)
 - Education/training programs (e.g., webinars, CPD programs)

- Articles, publications or newsletters (e.g., updates about standards, case studies or illustrative examples)
- Other (*Please specify*)
- None

Other support

6. Does your organization provide guidance to individual professional accountants, accounting firms, or other users of your standards in the application of the local NOCLAR provisions if they seek such assistance, e.g., in dealing with a NOCLAR matter? (*Select all that apply*)
- Ethics hotline or equivalent (e.g., for technical queries)
 - Discussion forum (e.g., for sharing knowledge)
 - Whistleblower hotline (e.g., to report actual or suspected NOCLAR)
 - Other (*Please specify*)
 - None

Inquiries and questions

7. Which specific provisions in the local NOCLAR provisions has your organization commonly received inquiries or questions about? (*Please provide details, including from which stakeholder groups the inquiries or questions arose*)

Level of understanding

8. Do users of your organization's standards have an overall understanding of the local NOCLAR provisions? (*Please explain the basis for your response, including how your organization evaluates the overall understanding of the local NOCLAR provisions by users of your standards*)
- Yes
 - Somewhat
 - No
 - Not known or no data available

Legal protection

9. In your jurisdiction, does legislation or regulation exist (e.g., under whistleblowing laws or regulations) that provides protection from civil, criminal or professional liability, or from retaliation, when NOCLAR or suspected NOCLAR is disclosed to an appropriate authority? Please provide details.
- If yes, is the protection under the relevant law or regulation perceived to be effective? Please explain your response.

Observed outcomes (benefits and challenges)

10. Has your organization observed any trend in instances of NOCLAR reported or escalated?

If so, please describe the trend and indicate the period for which this trend has been observed, as well as the general nature of the NOCLAR commonly observed.

11. Based on your organization's observations, has the application of the local NOCLAR provisions been effective in deterring the commission of NOCLAR, or rectifying, remediating or mitigating the consequences of NOCLAR? *(Please explain the basis for your response and provide any relevant details, including any supporting materials or reports)*
12. Has your organization observed any challenges in the application of the local NOCLAR provisions? *(Please provide details, including specific provisions that caused particular challenges and why, as well as any actions taken to address them)*
13. Has your organization observed any trends where professional accountants or accounting firms encountered NOCLAR or suspected NOCLAR but did not apply the local NOCLAR provisions in whole or in part?
 - Yes, the provisions were not applied in whole *(Please explain why the provisions were not applied (e.g., lack of evidence for suspected NOCLAR, confidentiality issues, etc.)*
 - Yes, the provisions were only partially applied *(Please explain which provisions were not applied and why (e.g., lack of evidence for suspected NOCLAR, confidentiality issues, etc.)*
 - No, not observed

Other comments

14. From your perspective, what further efforts should IESBA pursue to enhance the effectiveness of implementation of the IESBA NOCLAR provisions globally? *(Please explain your response)*
15. Do you have any other comments or specific matters the IESBA should consider as part of this PIR on the IESBA NOCLAR provisions (including on any benefits arising from using the local NOCLAR provisions, or on matters of translation)?

Part C – Professional Accountancy Organizations (PAOs)

Adoption status and effective date

Note:

Adoption (full or with modifications) refers to the formal acceptance and incorporation of the IESBA standards into a jurisdiction's national laws, regulations or professional requirements.

Convergence is where a jurisdiction aligns its national ethics (including independence) standards or provisions with the IESBA standards through a process that seeks to eliminate or minimize differences between the IESBA and national standards or provisions. This includes a process where an IESBA standard is used as a basis to develop the local standard or provisions.

4. Has your organization adopted the NOCLAR provisions of the Code (IESBA NOCLAR provisions)?
(Please choose the most representative answer)

(a) Yes, through full adoption with no modifications (Please provide (i) information on the effective date and (ii) links to the local NOCLAR provisions or the specific announcement of the adoption or issuance of the local NOCLAR provisions)

Effective date: 15 July 2017

Reference/link to the local NOCLAR provisions or the specific announcement of the adoption or issuance of the local NOCLAR provisions: <https://www.saica.org.za/noclar>

- (b) Yes, through adoption with modifications (Please (i) describe the nature of, and reasons for the modifications, (ii) provide information on the effective date, and (iii) provide links to the local NOCLAR provisions or the specific announcement of the adoption or issuance of the local NOCLAR provisions)
- (c) No, but the local NOCLAR provisions are converged with the IESBA NOCLAR provisions (Please (i) provide information on the effective date, (ii) provide links to the local NOCLAR provisions or the specific announcement of the issuance of the local NOCLAR provisions, and (iii) describe any significant differences between the local NOCLAR provisions and the IESBA NOCLAR provisions)
- (d) No, there are provisions in relevant law or regulation or a different ethical framework that address NOCLAR (Please describe any significant differences between the relevant law or regulation or ethical framework and the IESBA NOCLAR provisions)
- (e) Not adopted (Please specify reasons. If there is a plan to adopt the IESBA NOCLAR provisions, please provide details, including timing)

If you have answered (a), (b) or (c), were the IESBA NOCLAR provisions translated into the local NOCLAR provisions? If yes, please indicate the language of translation.

N/A

Guidance and educational materials

5. What guidance or educational materials has your organization issued, or what programs has your

organization developed, to support understanding of the local NOCLAR provisions in your jurisdiction? *(Select all that apply and provide links)*

- Technical guidance (e.g., FAQs)
- Education/training programs (e.g., webinars, CPD programs)
- Articles, publications or newsletters (e.g., updates about standards, case studies or illustrative examples)
- Other *(Please specify)*
- None

Other support

6. Does your organization provide guidance to individual members and accounting firms in the application of the local NOCLAR provisions if they seek such assistance, e.g., in dealing with a NOCLAR matter? *(Select all that apply)*

- Ethics hotline or equivalent (e.g., for technical queries, application questions on the local NOCLAR provisions)
- Discussion forum (e.g., for sharing knowledge)
- Whistleblower hotline (e.g., to report actual or suspected NOCLAR)
- Other *(Please specify)*
- None

Inquiries and questions

7. Which specific provisions in the local NOCLAR provisions has your organization commonly received inquiries or questions about? *(Please provide details, including from which stakeholder groups the inquiries or questions arose)*

The most common inquiries received relate to:

- Determining whether a matter constitutes NOCLAR.
- Distinguishing NOCLAR from unethical conduct.
- Escalation requirements and reporting thresholds.
- Balancing confidentiality obligations with public interest considerations.
- Identifying the appropriate authority to whom disclosures may be made.
- Documentation requirements.
- Understanding the threshold for “clearly inconsequential”

Stakeholder groups raising inquiries include:

- Professional accountants in practice.
- Professional accountants in business.

8. Do your organization's members have an overall understanding of the local NOCLAR provisions?
(Please explain the basis for your response, including how your organization evaluates the overall understanding of the local NOCLAR provisions by its members)

- Yes

- Somewhat

SAICA believes members generally understand the objectives and principles of the NOCLAR provisions. However, varying levels of practical experience exist regarding their application in complex situations.

This assessment is based on:

Queries received through the query system.

Participation in and attendance of ethics training sessions. Feedback from members.

Professional conduct investigations insights.

- No
- Not known or no data available

Enforcement

9. Does your organization enforce the local NOCLAR provisions?

- Yes (Please specify (i) when enforcement started, (ii) details such as disciplinary cases against members (the information may be anonymized), and (iii) links to relevant published reports)

SAICA enforces compliance of the NOCLAR provisions for its membership.

Enforcement commenced: 15 July 2017

Details:

Complaints received by non-members relating to members who have been suspected to incorrectly apply their NOCLAR responsibilities.

Relevant reports:

- Disciplinary information – we are unable to share reports due to confidentiality.

Links: [Insert links]- N/A

- No (Please specify (i) why your organization does not enforce the local NOCLAR provisions, (ii) which organization enforces the local NOCLAR provisions, and (iii) whether your organization receives reports from them)

Appropriate authority

10. Does your organization have the authority to investigate NOCLAR or suspected NOCLAR that is reported to it and take any necessary action?

- Yes *(Please provide details, including the (i) nature of the NOCLAR matters that have been reported to your organization, and the (ii) actions taken (the information may be anonymized))*

- No

SAICA is not a regulator and does not have statutory powers to investigate underlying illegal conduct. Such powers reside with law enforcement agencies, regulators, and other competent authorities.

SAICA may:

- Investigate potential breaches of professional standards by members.
- Refer matters to appropriate authorities where necessary.
- Cooperate with regulatory bodies when requested.

Legal protection

11. In your jurisdiction, does legislation or regulation exist (e.g., under whistleblowing laws or regulations) that provides protection from civil, criminal, or professional liability, or from retaliation, when NOCLAR or suspected NOCLAR is disclosed to an appropriate authority? Please provide details.

Yes.

The primary legislation in South Africa that seeks to protect whistleblowers is the [Protected Disclosure Act 26 of 2000 \(PDA\)](#). The PDA protects workers from being subjected to “occupational detriment” which includes dismissal, suspension, demotion, harassment or intimidation resulted from protected disclosure.

The PDA is complemented by the Companies Act 71 of 2008 (Companies Act) for corporate whistleblowers and Labour Relations Act 66 of 1995 (Labour Relations Act) regarding unfair dismissal.

Labour Relations Act: Section 186 and 187 of the Labour Relations Act protect whistleblowers from unfair dismissal and define retaliation as an unfair labour practice.

Companies Act: Section 159 of the Companies Act extends protection to employees, officers, directors, and contractors of companies, shielding them from civil, criminal, or administrative liability for disclosing information in good faith.

If yes, is the protection under the relevant law or regulation perceived to be effective? Please explain your response.

The effectiveness of the PDA has been criticized as it offers limited physical security and no financial aid, rendering it largely ineffective against severe external threats. There is no state-mandated body providing practical assistance, physical protection, or financial aid to those who put their lives at risk. To address gaps exposed in the legislation by Commissions such as the Zondo Commission which included the lack of physical protection and insufficient consequences for retaliators, the Department of Justice and Constitutional Development released the Protected Disclosure Bill for public comment earlier this year.

Observed outcomes (benefits and challenges)

12. Has your organization observed any trend in instances of NOCLAR reported or escalated?

If so, please describe the trend and indicate the period for which this trend has been observed, as well as the general nature of the NOCLAR commonly observed.

No

However, SAICA has observed an increase in member queries relating to guidance on NOCLAR.

13. Based on your organization's observations, has application of the local NOCLAR provisions been effective in deterring the commission of NOCLAR, or rectifying, remediating or mitigating the consequences of NOCLAR? *(Please explain the basis for your response and provide any relevant details, including any supporting materials or reports)*

SAICA is unable to confirm the effectiveness of the NOCLAR provision in deterring the commission of NOCLAR, or rectifying, remediating or mitigating the consequences of NOCLAR as we have not seen a significant change in NOCLAR related disciplinary cases. We have however noted that members are aware of their reporting responsibilities with NOCLAR.

14. Has your organization observed any challenges in the application of the local NOCLAR provisions? *(Please provide details, including specific provisions that caused particular challenges and why, as well as any actions taken to address them)*

Challenges commonly observed include:

- i. **Legal and Professional Risk** – members may face retaliation through litigation, disciplinary complaints and employment consequences when reporting suspected non-compliance.
- ii. **Significant judgments required** - Determining whether a matter constitutes NOCLAR, whether management's response is adequate, and whether further action is necessary can be difficult.
- iii. **Cost and Administrative Burden** - Compliance often requires extensive documentation, consultations with legal advisors, and additional time and resources.
- iv. **Confidentiality concerns - Balancing confidentiality obligations with public interest responsibilities remains difficult.**

For tax practitioners who are appointed by clients, there remains a concern that disclosure of NOCLAR to an appropriate authority could be perceived as breaching the confidentiality

obligations arising from the practitioner-client relationship or terms of engagement. While the NOCLAR framework seeks to serve the public interest, practitioners may face practical challenges in determining when disclosure is permissible or required without exposing themselves to allegations of breaching confidentiality or professional duties owed to clients.

- v. **Reporting and disclosure obligations** – Members perceived an increased obligation on their part to comply with reporting and disclosure requirements.

Where NOCLAR requirements are incorporated into the Code of Professional Conduct applicable to SAICA members, there is a concern that tax practitioners registered with SAICA as their Recognised Controlling Body (RCB) may be subject to more extensive reporting and disclosure obligations than tax practitioners who belong to other professional bodies. This may unintentionally prejudice SAICA members by imposing additional compliance, reporting, and ethical obligations that are not uniformly applicable to all tax practitioners operating in the same industry.

- vi. **Fear of retaliation** - Even where legal protections exist, concerns regarding client, employer or stakeholder relationships may influence decision-making.

Actions taken - The organization has responded through:

- Additional training.
- Ethics guidance materials.
- Technical support services.
- Awareness campaigns and webinars.

15. Has your organization observed any trends where members or accounting firms encountered NOCLAR or suspected NOCLAR but did not apply the local NOCLAR provisions in whole or in part?

- Yes, the provisions were not applied in whole (*Please explain why the provisions were not applied (e.g., lack of evidence for suspected NOCLAR, confidentiality issues, etc.)*)
- Yes, the provisions were only partially applied (*Please explain which provisions were not applied, and why (e.g., lack of evidence for suspected NOCLAR, confidentiality issues, etc.)*)

- No, not observed

Other comments

16. From your perspective, what further efforts should IESBA pursue to enhance the effectiveness of implementation of the IESBA NOCLAR provisions globally? (*Please explain your response*)

SAICA encourages IESBA to:

- a) Publish industry-specific case studies.
- b) Provide guidance on interactions between NOCLAR and confidentiality requirements across

jurisdictions.

- c) Promote awareness among regulators, those charged with governance and other stakeholders.
- d) Develop implementation resources for SMEs and SMPs.
- e) Enhance guidance on emerging areas such as financial crime, cybercrime, environmental reporting, AML and CTF and sustainability-related misconduct.
- f) Strengthen Whistleblower Protection Advocacy - One of the biggest barriers to reporting is fear of retaliation, dismissal, reputational harm, or legal action.
- g) IESBA could develop guidance for law enforcement agencies, regulators and/or PAOs on protecting accountants who act in good faith under NOCLAR.
 - Greater protection would encourage more professionals to report significant non-compliance without fear of personal consequences
- h) Enhance guidance on Public Interest - Determining when disclosure is necessary in the public interest remains one of the most challenging aspects of NOCLAR.

IESBA could provide:

- Detailed decision trees.
- Risk assessment frameworks.
- Materiality thresholds and indicators.
- Examples involving fraud, corruption, environmental violations, tax crimes, cybercrime, and public sector misconduct.

This would improve consistency and reduce subjective interpretations.

- i) Enhance guidance on Public Sector Judgement

Public sector accountants face unique challenges, including political pressure, public accountability, procurement fraud, misuse of public funds, and state-owned enterprise governance issues.

IESBA should:

- Develop dedicated public sector NOCLAR guidance.

17. Do you have any other comments or specific matters the IESBA should consider as part of this PIR on the IESBA NOCLAR provisions (including on any benefits arising from using the local NOCLAR provisions, or on matters of translation)?

The NOCLAR provisions have enhanced ethical decision-making and strengthened the public interest role of professional accountants. However, understanding and implementation still remains a challenge amongst members.

Areas for continued consideration include:

- Collection and sharing of international implementation experiences and success stories.
- Clarity on the responsibilities of professional accountants who have identified NOCLAR whilst in the employment of an organisation but subsequent resigned from the organisation.
- Examples of what would constitute 'clearly inconsequential'.

Part D – Regulators or Oversight Bodies

Adoption status and effective date

Note:

Adoption (full or with modifications) refers to the formal acceptance and incorporation of the IESBA standards into a jurisdiction's national laws, regulations or professional requirements.

Convergence is where a jurisdiction aligns its national ethics (including independence) standards or provisions with the IESBA standards through a process that seeks to eliminate or minimize differences between the IESBA and national standards or provisions. This includes a process where an IESBA standard is used as a basis to develop the local standard or provisions.

4. Has your organization adopted the NOCLAR provisions of the Code (IESBA NOCLAR provisions)? *(Please choose the most representative answer)*
 - (a) Yes, with no modifications *(Please provide (i) information on the effective date and (ii) links to the local NOCLAR provisions or the specific announcement of the adoption or issuance of the local NOCLAR provisions)*
 - (b) Yes, with modifications *(Please (i) describe the nature of, and reasons for the modifications, (ii) provide information on the effective date, and (iii) provide links to the local NOCLAR provisions or the specific announcement of the adoption or issuance of the local NOCLAR provisions)*
 - (c) No, but the local NOCLAR provisions are converged with the IESBA NOCLAR provisions *(Please (i) provide information on the effective date, (ii) provide links to the local NOCLAR provisions or the specific announcement of the issuance of the local NOCLAR provisions, and (iii) describe any significant differences between the local NOCLAR provisions and the IESBA NOCLAR provisions)*
 - (d) No, there are provisions in relevant law or regulation or a different ethical framework that address NOCLAR *(Please describe any significant differences between the relevant law or regulation or ethical framework and the IESBA NOCLAR provisions)*
 - (e) Not adopted *(Please specify reasons. If there is a plan to adopt the IESBA NOCLAR provisions, please provide details including timing)*

If you have answered (a), (b) or (c), were the IESBA NOCLAR provisions translated into the local NOCLAR provisions? If yes, please indicate the language of translation.

Guidance and educational materials

5. What guidance or educational materials has your organization issued, or what programs has your organization developed, to support understanding of the local NOCLAR provisions in your

jurisdiction? (*Select all that apply and provide links*)

- Technical guidance (e.g., FAQs)
- Education/training programs (e.g., webinars, CPD programs)
- Articles, publications or newsletters (e.g., updates about standards, case studies or illustrative examples)
- Other (*Please specify*)
- None

Other support

6. Does your organization provide guidance to individual professional accountants or accounting firms in the application of the local NOCLAR provisions if they seek such assistance, e.g., in dealing with a NOCLAR matter? (*Select all that apply*)
- Ethics hotline or equivalent(e.g., for technical queries, application questions on the local NOCLAR provisions)
 - Discussion forum (e.g., for sharing knowledge)
 - Whistleblower hotline (e.g., to report actual or suspected NOCLAR)
 - Other (Please specify)
 - None

Inquiries and questions

7. Which specific provisions in the local NOCLAR provisions has your organization commonly received inquiries or questions about? (*Please provide details including which stakeholder groups the inquires or questions arose*)

Level of understanding

8. Do the professional accountants or accounting firms that your organization regulates or oversees have an overall understanding of the local NOCLAR provisions? (*Please explain the basis for your response, including how your organization evaluates the overall understanding of the local NOCLAR provisions by professional accountants or accounting firms you regulate or oversee*)
- Yes
 - Somewhat
 - No
 - Not known or no data available

Enforcement

9. Does your organization enforce the local NOCLAR provisions?
- Yes (*Please specify (i) when enforcement started, provide (ii) details such as disciplinary cases*)

against professional accountants/accounting firms (information may be anonymized if not public), and (iii) links to relevant published reports)

- No *(Please specify (i) why your organization does not enforce the local NOCLAR provisions, (ii) which organization enforces the local NOCLAR provisions, and (iii) whether your organization receives reports from them)*

Authority to investigate

10. Does your organization have the authority to investigate NOCLAR or suspected NOCLAR that is reported to it and take any necessary action?
- Yes *(Please provide details, including the (i) nature of the NOCLAR matters that have been reported to your organization, and the (ii) actions taken (the information may be anonymized if not public))*
 - No

Legal protection

11. In your jurisdiction, does legislation or regulation exist (e.g., under whistleblowing laws or regulations) that provides protection from civil, criminal, or professional liability, or from retaliation, when NOCLAR or suspected NOCLAR is disclosed to an appropriate authority? Please provide details.
- If yes, is the protection under the relevant law and regulation perceived to be effective? Please explain your response.

Observed outcomes (benefits and challenges)

12. Has your organization observed any trend in instances of NOCLAR reported or escalated?
- If so, please describe the trend and indicate the period for which this trend has been observed, as well as the general nature of the NOCLAR commonly observed.*
13. Based on your organization's observations, has the application of the local NOCLAR provisions been effective in deterring the commission of NOCLAR, or rectifying, remediating or mitigating the consequences of NOCLAR? *(Please explain the basis for your response and provide any relevant details including any supporting materials or reports)*
14. Has your organization observed any challenges in the application of the local NOCLAR provisions? *(Please provide details, including specific provisions that caused particular challenges and why, as well as any action taken to address them)*
15. Has your organization observed any trends where professional accountants or accounting firms your organization oversees encountered NOCLAR or suspected NOCLAR but did not apply the local NOCLAR provisions in whole or in part?
- Yes, the provisions were not applied in whole *(Please explain why the provisions were not applied (e.g., lack of evidence for suspected NOCLAR, confidentiality issues, etc.))*
 - Yes, the provisions were only partially applied *(Please explain which provisions were not applied, and why (e.g., lack of evidence for suspected NOCLAR, confidentiality issues, etc.))*

- No, not observed.

Other comments

16. From your perspective, what further efforts should IESBA pursue to enhance the effectiveness of implementation of the IESBA NOCLAR provisions globally? *(Please explain your response)*
17. Do you have any other comments or specific matters the IESBA should consider as part of this PIR on the IESBA NOCLAR provisions (including on any benefits arising from using the local NOCLAR provisions, or on matters of translation)?

Part E – Accounting Firms or individual PAPPs

Adoption status and effective date

Note:

Adoption (full or with modifications) refers to the formal acceptance and incorporation of the IESBA standards into a jurisdiction's national laws, regulations or professional requirements or, if your firm belongs to a network, your network's policies and methodologies.

Convergence is where a jurisdiction aligns its national ethics (including independence) standards with the IESBA standards through a process that seeks to eliminate or minimize differences between the IESBA and national standards or provisions. This includes a process where an IESBA standard is used as a basis to develop the local standards or provisions.

4. Has your firm implemented global, regional or local policies and methodologies that adopt the NOCLAR provisions of the Code (IESBA NOCLAR provisions) or the locally adopted version of the IESBA NOCLAR provisions, as applicable? *(Please choose the most representative answer)*
 - (a) Yes, through full adoption with no modifications *(Please provide (i) information on the effective date and (ii) details of your firm's NOCLAR policies and methodologies)*
 - (b) Yes, through adoption with modifications *(Please (i) describe the nature of, and reasons for the modifications, (ii) provide information on the effective date and (iii) provide details of your firm's NOCLAR policies and methodologies)*
 - (c) No, our firm's policies and methodologies implement local NOCLAR provisions that are converged with the IESBA NOCLAR provisions *(Please (i) provide information on the effective date, (ii) provide details of your firm's NOCLAR policies and methodologies, and (iii) describe any significant differences between your firm's NOCLAR policies and methodologies and the IESBA NOCLAR provisions)*
 - (d) No, our firm's policies and methodologies are based on law or regulation or a different ethical framework that address NOCLAR *(Please describe any significant differences between your firm's NOCLAR policies and methodologies and the IESBA NOCLAR provisions)*
 - (e) Not adopted *(Please specify reasons. If there is a plan to adopt the IESBA or local NOCLAR provisions, please provide details, including timing)*

If you have answered (a), (b) or (c), were the IESBA NOCLAR provisions translated into the local NOCLAR provisions? If yes, please indicate the language of translation.

5. This question is for global networks.

Where an individual firm is part of a global network and the network has adopted the IESBA NOCLAR provisions, how are these provisions implemented across network firms in the following situations:

- The jurisdiction in which the individual firm is based has not adopted the IESBA NOCLAR provisions *(Please describe the circumstances and how this interacts with the network policies)*

- The jurisdiction in which the individual firm is based has provisions in relevant law or regulation or another ethical framework that address NOCLAR *(Please describe the circumstances and how this interacts with the network policies)*

Guidance and Educational Materials

6. What guidance or educational materials has your firm or network issued, or what programs has your firm or network developed, to support understanding of the NOCLAR policies and methodologies of the firm or network? *(Select all that apply and provide links)*

- Technical guidance (e.g., FAQs)
- Education/training programs (e.g., webinars)
- Articles, publications or newsletters (e.g., updates about standards, case studies or illustrative examples)
- Other *(Please specify)*
- None

Other support

7. If your firm is part of a network, does the network provide guidance to network firms in the application of the network's NOCLAR policies and methodologies? *(Select all that apply)*

- Ethics hotline or equivalent(e.g., for technical queries, application questions on the network's NOCLAR policies and methodologies)
- Discussion forum (e.g., knowledge sharing)
- Other *(Please specify)*
- None

Level of understanding by auditors

8. Do audit partners and staff within your firm have an overall understanding of your firm's NOCLAR policies and methodologies? *(Please explain the basis for your response, including how your organization evaluates the overall understanding of the local NOCLAR provisions by its audit personnel)*

- Yes
- Somewhat
- No
- Not known or no data available

Level of understanding by non-auditors (i.e., consulting/advisory)

9. Do non-audit partners and staff within your firm have an overall understanding of your firm's NOCLAR policies and methodologies? *(Please explain the basis for your response, including how your organization evaluates the overall understanding of the local NOCLAR provisions by its non-audit)*

personnel)

- Yes
- Somewhat
- No
- Not known or no data available

Practical experience (benefits and challenges)

10. Have you or your firm encountered any NOCLAR or suspected NOCLAR (i) at a client, or (ii) within the firm?
- Yes, *(Where possible, please provide details such as (i) general nature of the NOCLAR or suspected NOCLAR, (ii) whether the client was an audit or non-audit client, (iii) to whom it was communicated, and (iv) how the matter has been addressed (information provided may be anonymized))*
 - No
11. Have you or your firm observed any trend in instances of NOCLAR reported or escalated?
- If so, please describe the trend and indicate the period for which this trend has been observed, as well as the general nature of the NOCLAR commonly observed.*
12. What benefits have you or your firm experienced as a result of the implementation of its NOCLAR policies and methodologies? *(Please explain the basis for your response, e.g., do partners and staff feel better equipped to hold a conversation on a NOCLAR matter with their client; the standard helpful in guiding partners and staff as to how to respond to a NOCLAR or suspected NOCLAR matter?)*
13. Which aspects of the IESBA NOCLAR provisions or the local NOCLAR provisions has your firm found most challenging to apply when responding to a NOCLAR or suspected NOCLAR? *(Please provide details, including whether the challenges were for (i) audit partners and staff, and (ii) non-audit partners and staff)*
14. Has your firm's whistleblowing policy been used by personnel within the firm to respond to a NOCLAR or suspected NOCLAR? If so, why was this used instead of escalating the matter to a supervisor or above? *(Please provide details (information provided may be anonymized))*

Legal protection

15. In your jurisdiction, does legislation or regulation exist (e.g., under whistleblowing laws or regulations) that provides protection from civil, criminal, or professional liability, or from retaliation, when NOCLAR or suspected NOCLAR is disclosed to an appropriate authority? Please provide details.
- If yes, is the protection under the relevant law and regulation perceived to be effective? *(Please explain your response)*

Other comments

16. From your perspective, what further efforts should IESBA pursue to enhance the effectiveness of implementation of the IESBA NOCLAR provisions globally? *(Please explain your response)*

17. Do you have any other comments or specific matters the IESBA should consider as part of this PIR on the IESBA NOCLAR provisions (including on matters of translation)?

Part F – Professional Accountants in Business (PAIBs)

This section refers to the “local NOCLAR provisions” issued by your professional accountancy organization, a regulator or the local standard setter responsible for promulgating ethics standards for PAIBs, where those local provisions are based on the NOCLAR provisions in the IESBA Code.

Guidance and educational materials

4. What guidance or educational materials have you received or accessed on the local NOCLAR provisions? *(Select all that apply and provide links)*
 - Technical guidance (e.g., FAQs)
 - Education/training programs (e.g., webinars, CPD programs)
 - Articles, publications or newsletters (e.g., updates about standards, case studies or illustrative examples)
 - Other *(Please specify)*
 - None
5. From which organizations have you received guidance or educational materials on the local NOCLAR provisions? *(Select all that apply)*
 - Professional Accounting Organization (PAO)
 - Regulator or oversight body
 - Accounting firms
 - Other
 - None

Other support

6. Do you have access to guidance on the application of the local NOCLAR provisions if you seek such assistance, e.g., in dealing with a NOCLAR or suspected NOCLAR? *(Select all that apply)*
 - Ethics hotline or equivalent (e.g., for technical queries, application questions on the local NOCLAR provisions)
 - Discussion forum (e.g., for sharing knowledge)
 - Whistleblower hotline (e.g., to report actual or suspected NOCLAR)
 - Other *(Please specify)*
 - None

Inquiries and questions

7. Which specific provisions in the local NOCLAR provisions have you inquired or raised questions about? *(Please provide details)*

Integration into internal framework

8. Has your employing organization made changes to its governance mechanisms, ethics policies and procedures, or internal code of conduct in response to the issuance of the local NOCLAR provisions?
- Yes (*Please describe*)
 - No
 - Not known

Level of understanding

9. Do you have an overall understanding of the local NOCLAR provisions?
- Yes
 - Somewhat
 - No

Practical experience (benefits and challenges)

10. Have you encountered any NOCLAR or suspected NOCLAR in your work?
- Yes, (*Where possible, please provide details such as (i) general nature of the NOCLAR, (ii) to whom it was communicated, and (iii) how the matter has been addressed (information provided may be anonymized)*)
 - No
11. What benefits have you experienced as a result of the application of the local NOCLAR provisions? (*Please explain the basis for your response, e.g., you feel better equipped to hold a conversation on a NOCLAR matter with management or those charged with governance of your employing organization; the standard was helpful in guiding you as to how to respond to a NOCLAR or suspected NOCLAR matter?*)
12. Which of the local NOCLAR provisions have you found most challenging to apply when responding to a NOCLAR or suspected NOCLAR? (*Please provide details*)
13. Have you used your employing organization's whistleblowing policy in responding to a NOCLAR or suspected NOCLAR? If so, why did you use this whistleblowing policy instead of escalating the matter to a supervisor or above? (*Please provide details (information provided may be anonymized)*)

Legal protection

14. In your jurisdiction, does legislation or regulation exist (e.g., under whistleblowing laws or regulations) that provides protection from civil, criminal, or professional liability, or from retaliation, when NOCLAR or suspected NOCLAR is disclosed to an appropriate authority? Please provide details.
- If yes, is the protection under the relevant law and regulation perceived to be effective? Please explain your response.

Other comments

15. From your perspective, what further efforts should IESBA pursue to enhance the effectiveness of

implementation of the IESBA NOCLAR provisions globally? *(Please explain your response)*

16. Do you have any other comments or specific matters the IESBA should consider as part of this PIR on the IESBA NOCLAR provisions (including on any benefits arising from using the local NOCLAR provisions)?

Part G – Other Users or Beneficiaries of the Code

4. *This section refers to the “local NOCLAR provisions” issued by the local professional accountancy organization, a regulator or the local standard setter responsible for promulgating ethics standards for PAPPs and/or PAIBs, where those local provisions are based on the NOCLAR provisions in the IESBA Code. Has implementation of the local NOCLAR provisions enhanced your confidence in professional accountants and accounting firms responding to NOCLAR or suspected NOCLAR? (Please explain your response)*
5. From your perspective, what further efforts should IESBA pursue to enhance the effectiveness of implementation of the IESBA NOCLAR provisions globally? *(Please explain your response)*
6. In your jurisdiction, does legislation or regulation exist (e.g., under whistleblowing laws or regulations) that provides protection from civil, criminal, or professional liability, or from retaliation, when NOCLAR or suspected NOCLAR is disclosed to an appropriate authority? *(Please provide details)*

If yes, is the protection under the relevant law or regulation perceived to be effective? (Please explain your response)
7. Do you have any other comments or specific matters the IESBA should consider as part of this PIR on the IESBA NOCLAR provisions?

End of survey

Thank you for your valuable input. Your input will inform the IESBA's Post-Implementation Review and help the IESBA develop clear, robust and practical ethics standards that reinforce public trust in the profession and effectively serve the public interest.