

**Part
of it:** *We are part
of the solution
to responsible
business challenges*



ZLATÁ

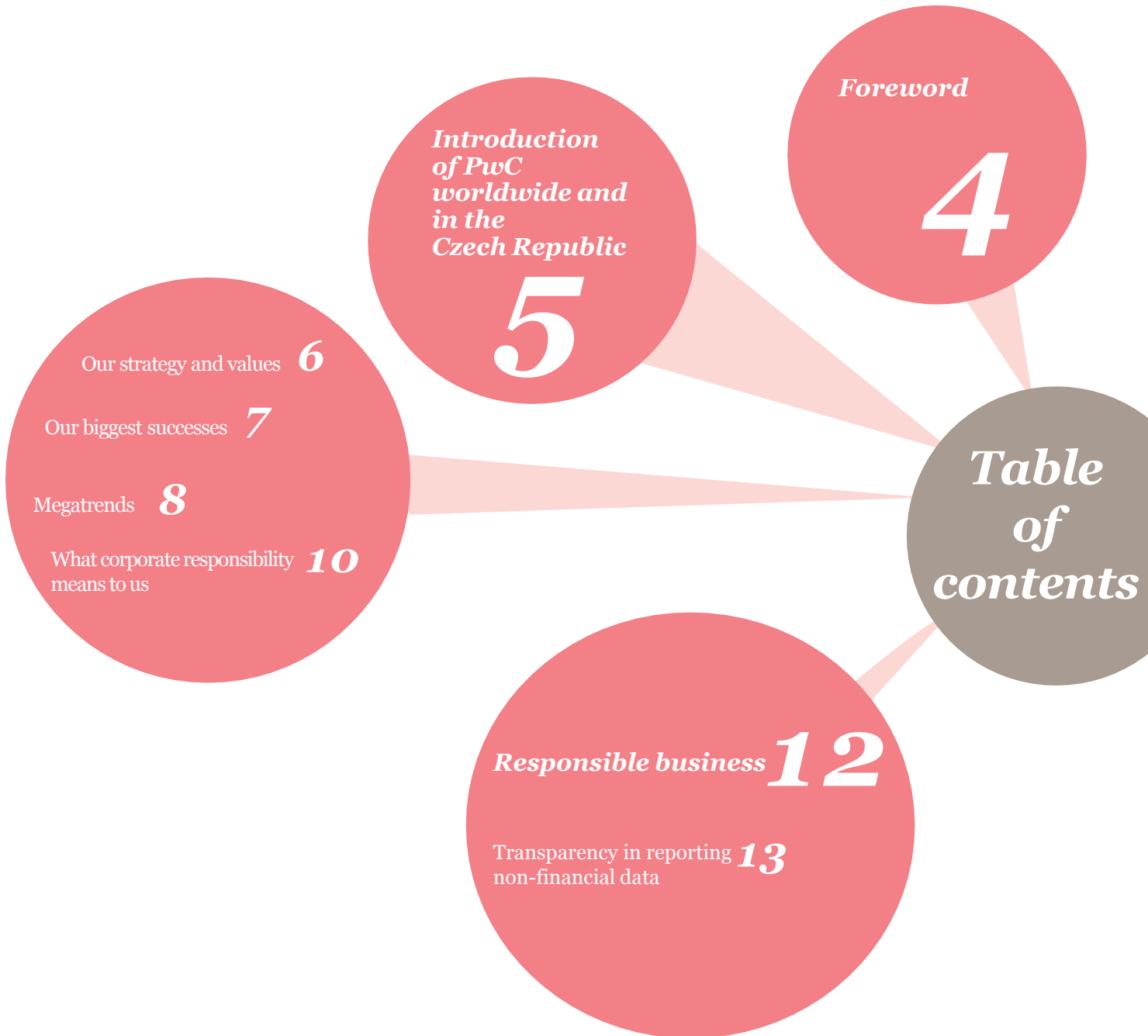
**TOP
ODPOVĚDNÁ
FIRMA 2015**
ODPOVĚDNÝ
REPORTING



***We create value
thanks to our
sustainable
and responsible
approach
to business***

A PwC Czech Republic report
summary on sustainable business
and corporate responsibility
for the 2015 financial year





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Foreword



Dear business partners,

Our mission is to solve the important problems in society and to aim to restore confidence in it. Corporate responsibility activities are the options we use to fulfil this mission.

We bring you a report about PwC Czech Republic corporate responsibility for the financial year 2015, which will describe our approach to responsible business with the activities that we are focusing on.

We believe that the values, we profess and activities in which we specialise are helping to generate a sustainable economic environment, contributing to the development of the innovative potential and increasing competitiveness of the Czech Republic as well.

We won the most awards in the TOP Responsible Firm competition from all participating companies this year. Even this success gives us confirmation that we have chosen the right approach.

Jiří Moser
Country Managing Partner, PwC Czech Republic

PwC worldwide

The networks of PwC consulting companies help its clients create the value they seek. We are a network of companies with more than 200 thousand people in 157 countries. We provide high quality audit, tax and advisory services that help our clients achieve their goals.

“PwC” refers to the network of member firms of PricewaterhouseCoopers International Limited. Each member firm is a separate legal entity.

756 branches

208 109 people

35,4 billions

US dollar revenues
for the financial year ended
30 June, 2015

**Central
and
Eastern
Europe**

30 countries

8 432 employees

Services provided



clients from the 500
Fortune Global
rankings



clients from the
500 FT Global
rankings

Corporate responsibility



58 000

PwC employees involved
in community projects



537 000

hours of expert
volunteering

PwC in the Czech Republic

3 offices

19 partners

700 employees

25 years on the market

PwC in the Czech Republic

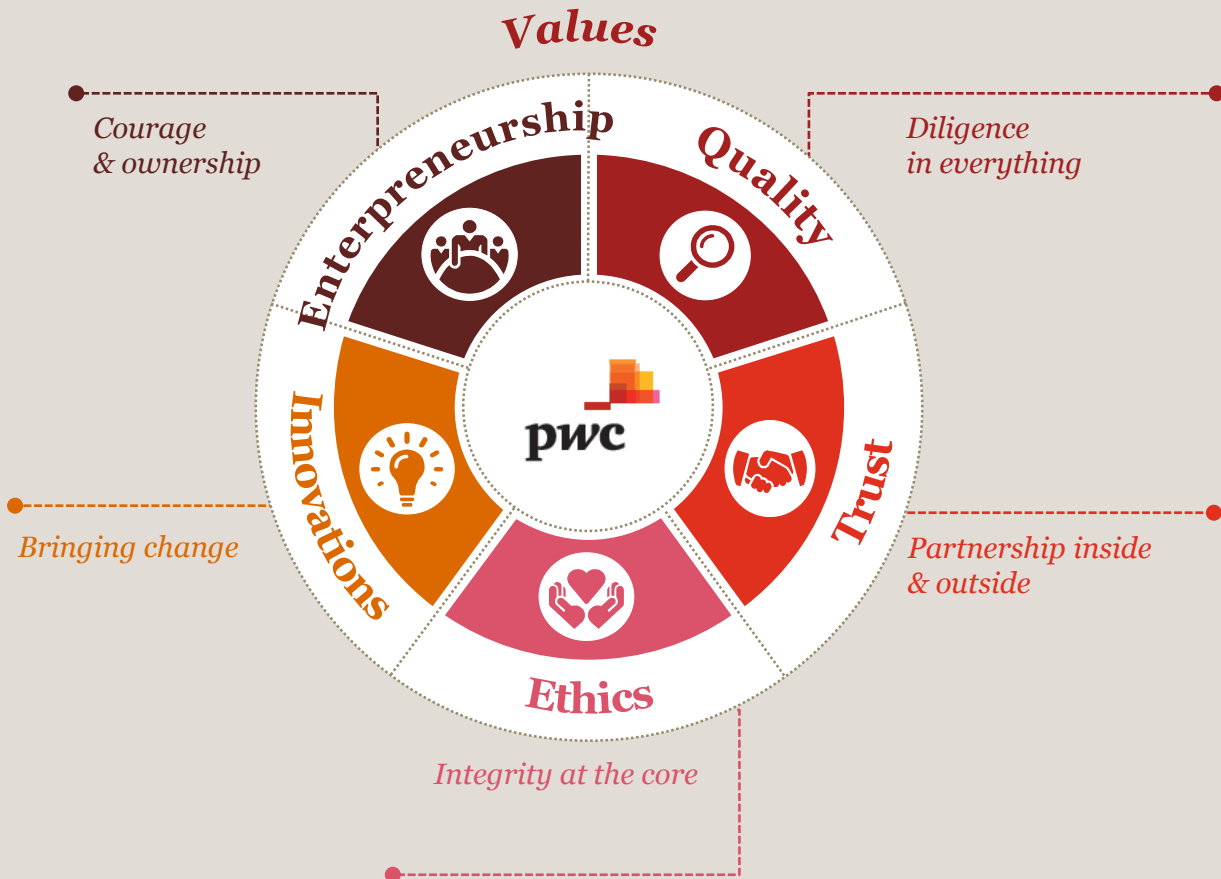
PwC Czech Republic is a part of PwC region Central and Eastern Europe. It consists of 30 countries where 8,432 employees operate.

For a quarter of a century PwC has impacted the Czech market and it is not just a daily effort of 700 professionals in Prague, Brno and Ostrava to find the best solutions for their clients.

It is primarily a commitment to form a strong relationship with clients and the confidence that we will be a reliable partner in the daily management and implementation of their long-term visions.

Our strategy

PwC Purpose: **Build trust in society and solve important problems**



Our biggest successes

TOP Responsible firm



Golden certificate in the category of Non-financial reporting
for our last report of corporate responsibility prepared based on the international methodology, Global Reporting Initiative



Golden certificate in the category of Socially beneficial project
for our skilled volunteering programme called “Helping to do business differently”, where we use our knowledge to accelerate the business of social start-ups, more on pages 21–23



Silver certificate in the category of Big firm
for our approach and vision in the area of responsible and sustainable business, more on pages 10–11



Silver certificate in the category of Caring about the environment
for our program for managing and reducing the impact of our business on the environment, more on pages 26–29



Bronze certificate in the category of Diversity
thanks to our approach to diversity and the inclusion strategy in our internal environment and thanks to our support of women in their senior roles, more on pages 14–16



Bronze certificate in the category of Future workplace
thanks to the possibilities of flexible working arrangements and seasonal working which we offer our employees, more on page 17



Bronze certificate in the category Firm and school
for our expert advisory in the area of personal development for students in universities, which helps them to be successful in their first jobs, more on page 18

Via Bona philanthropy award



Finalist in the Via Bona 2015 competition in the category of Opening new ways

We were awarded thanks to our exclusive cooperation with the social enterprise that's running our internal cafe and that employs handicapped people.

Megatrends – inspiration, how to be a part of it

PwC has identified five global megatrends that create opportunities and challenges, and show us the way to improve our business and continue to work ethically, responsibly and sustainably.



Shift in global economic power

Center of global growth has shifted from west to east and south.

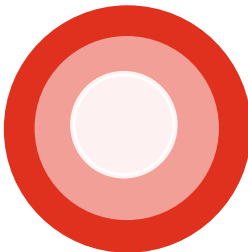
We use our ability to cultivate the Czech market environment. We promote ethical and sustainable business and we increase the trust in it, we place emphasis on innovation, we help the voluntary sector and social entrepreneurship by developing of non-financial reporting.

2030



We predict that seven of the world's

12 biggest economies in 2030 will come from emerging markets.



Climate change and resource scarcity

With a population of 8.3 billion by 2030, there will be a 50% increase in demands of energy, 40% for water and 35% for food.

We are committed to measuring and reducing the waste of our business on the environment. We also motivate our employees and inspire them to a sustainable lifestyle through various events. Through non-traditional teambuilding, we help the nature that is surrounding our offices. We try to the return to nature what our actions take.



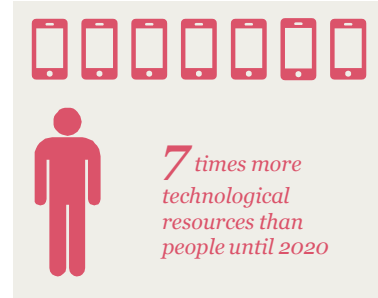
Expected increase in global food demand by 2030



Technological breakthroughs

The dramatic development of science and technology will continue

Technological inventions are part of our business. We teach clients to use technology to their profit and to approach it responsibly and ethically. We instruct non-profit organisations and schools on IT security and we donate discarded computers for further use. We are streamlining the process to minimise energy consumption and CO2 emissions.



40 world cities with populations over 10 million people is predicted in 2025

Demographics and social change

While advanced economies are ageing, emerging economies are experiencing a population boom

We develop the diversity and inclusion in our internal environment. Our goal is to create a healthy and supportive environment for the development and education of our employees. We promote the development of talented women in senior positions through individual coaching, training and networking. We offer integration into our workforce for handicapped people. We support professional development of social entrepreneurship through volunteering.

Rapid urbanisation

The proportion of the population living in urban areas will increase to 72% by 2050

We help where we operate. We are committed to managing and reducing any impacts of our business on the environment. That's why we operate where we do business, in 3 cities. We support green travel and eco awareness about recycling or cleaning areas where we have offices to help nature and to act positively towards the ecosystem.

Our vision and approach to sustainable business

Success means responsibility

Our activities in the area of corporate responsibility

As a leading consulting company, we put a strong emphasis on increasing the competitiveness and development of the Czech market environment. We're also interested in the long-term impact of business on the social and economic development of the environment.

Responsibility for us means community support, adherence to ethical principles, development of our employees and efforts to improve the conditions for business in the Czech Republic.

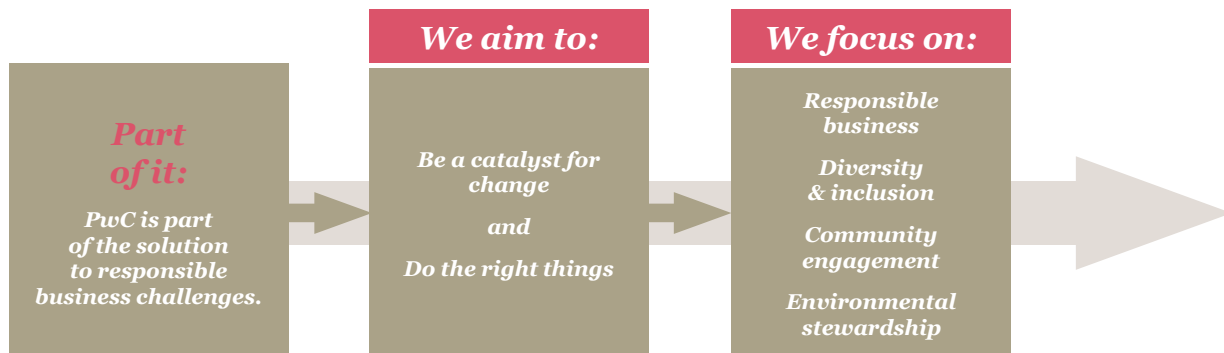
We impart courage and self-confidence to companies to develop their business with an emphasis on innovation and long-term sustainability.

Among our biggest values are knowledge, competencies and experience in the areas of business management, finance, audit, tax and law. Thus, we focus our activities on developing qualifications and passing on our experiences in these areas.

In the non-profit sector, we mainly support the development of capabilities, talents and education by inspiring and leading organisations and individuals. We help them gain self-confidence and take charge of their own lives.

PwC's mission is to be part of the solution to responsible business challenges. Our goal is to build trust in our company in a wider context, which our services help us to do. We have defined our most important commitments as:

- Improvement of business conditions
- Development of employees and promotion of an integrated culture
- Support for social enterprises with the help of our knowledge and experience
- Elimination of the impact of our activities on the environment



Our vision for corporate responsibility is focused on two key elements:

Doing things right reflects our endeavour to promote a responsible approach to our business – from providing high quality services and building an open workplace to cooperating with the community and dealing with the ecological impact of our activities.

Being a catalyst for change, where, with the help of our capabilities, our relationships and our voice, we cooperate with others and perform activities that create change and have a permanent impact on the world around us. These activities are especially aimed at developing the market and the competitiveness of the Czech economy and at passing on our knowledge to the non-profit sector via skilled volunteering.



Responsible business

We strive to cultivate the Czech market environment by supporting ethical and sustainable business. We fulfil this commitment by taking advantage of our expert capabilities and getting involved in professional and thematic discussions with the goals of solving the current problems of Czech companies, supporting the transparency of the Czech market and increasing the competitiveness of Czech companies.

See more on page 12



Diversity and inclusion

Our long-term goal is to create a healthy and motivating environment for the professional and personal development and education of our employees. It's important for us to be a responsible company with a fair approach to its employees. We support creativity, diversity and the development of responsible thinking so that our employees can grasp the interconnectedness of our activities and their impact on the company and our surroundings.

See more on page 14



Community engagement

We believe that especially by sharing the knowledge and experience of our experts we can help non-profit organisations fulfil their goals and positively affect the development of social enterprises, thereby affecting the society we live in. Our vision as a professional consulting firm is to focus our activities on developing qualifications and passing on our experience in areas we deal with on a daily basis. In the non-profit sector, we particularly support the development of the capabilities, talents and education of those who are somehow excluded from society.

See more on page 20



Environmental stewardship

A major part of our interest is increasing awareness of the impact of our activities on the environment and taking measurable steps to reduce our impact. We measure our carbon footprint according to the Greenhouse Gas Protocol global standards. As a large company, we are aware of our potential to influence our supplier chain, so we have implemented a sustainable supply chain policy. We purchase goods and services based not only on financial criteria, but also on respect for the environment and society.

See more on page 26



Responsible business

Our goal is to abide by responsible business processes and the principles of sustainable development. By using our capabilities and relationships, we want to become the leading player in influencing and cultivating the Czech market environment and supporting ethical and sustainable business.

Key focus in this area:

- We offer responsible services which help to increase the trustworthiness of information that our clients make public.
- We promote ethical business processes and transparency on the Czech market, and we help companies and organisations be more competitive. We create opportunities for sharing experiences. We mediate the dialogue between companies and the public sector, and we promote effective changes especially in the area of reforms to the tax system. We support an innovative environment and opportunities for sharing know-how across the whole economy – from colleges and students, entrepreneurs and start-ups, to well-established companies and the government.
- We also support sustainable processes, ethical behaviour and responsible company management for our clients, providers and other partners we cooperate with. We offer services in the area of sustainable business, where we help clients create or further develop a sustainability strategy closely aligned with their business and results.
- We advocate the development of financial reporting of sustainable development activities in the Czech Republic. Employees, investors and clients will not know about the approaches that companies take without quality evidence of sustainable business. The time is coming when a report on sustainable development will be a regular part of the annual statements of every responsible company. We see education in the area of measuring and reporting sustainable development as one of the ways to speed up this trend.

100%

Our independence
was confirmed
by 100%
of employees
and partners





*Radka Nedvědová,
Manager,
The Academy and
expert in non-
financial reporting
accepted
a golden certificate
in the category of
Non-financial
reporting of the
competition TOP
Responsible firm
2015.*

Sustainable development reporting

Nowadays, a report on social responsibility and sustainable business often only plays the role of a well-tuned marketing instrument. But if the approach to reporting is strategic and complex, it offers concrete answers on how the organisation deals with the impacts it has on its surroundings, and it can become an active tool for managing the organisation.

Our goal is to help develop non-financial reporting in the Czech Republic, thereby aiding the spread of best practices and transparency in sustainable development activities. With workshops, seminars and specific consultations for individual companies, we make reporting accessible according to international standards.



ZLATÁ

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REPORTING

In the category of Non-financial reporting we were awarded for our last corporate responsibility report. Our mission is to educate the market about non-financial reporting based on the international methodology, Global Reporting Initiative.

Photo: Business for society





Diversity and inclusion

Our long-term goal is to create a healthy and motivating environment for the professional and personal development and education of our employees. We are a responsible company with a fair approach to employees. We support creativity, diversity and the development of responsible thinking in such a way that our employees understand the impacts of our activities on our surroundings.

Key focus in this area:

- We support an open environment, which does not limit individuals by their gender, age, race or handicap.
- We offer professional development and career growth. We strive to be a desired employer offering skilled work in a motivating environment.
- We develop responsible leaders. We invest in our employees and create opportunities for them to achieve their personal and professional goals. We want responsible leading figures to rise from the ranks of PwC employees, able to build relationships based on trust among colleagues, clients and other partners.
- We create a healthy environment to work in with an emphasis on ethics, transparency and flexibility. We conduct regular satisfaction surveys among employees that help us find out how people in the firm feel and what they would like to improve.

What else are we concentrating on?

- We have a sophisticated system of benefits, education and career development and individual coaching. We carry out employee performance assessments throughout the year, as well as a survey on their satisfaction. We created a global mobility program and a program for key talents.
- We cooperate with a range of colleges and student organisations, and we hold workshops and competitions for students. What's more, we take an interest in their opinions and beliefs through the annual study, Student barometer.
- We support flexible work possibilities and equal opportunities in Czech business as well as the social integration of excluded groups – we offer handicapped people inclusion in our work collective.

81%

of employees are proud
to work at PwC
(a 2% increase over last
year)



BRONZOVÁ
TOP
ODPOVĚDNÁ
FIRMA 2015
DIVERZITA



BRONZOVÁ
TOP
ODPOVĚDNÁ
FIRMA 2015
PRACOVISTE
BUDDUCNOSTI



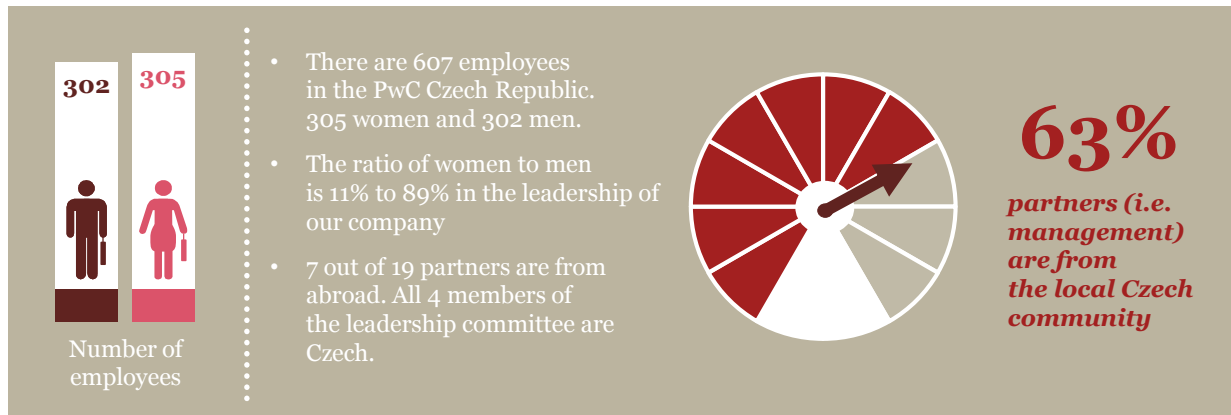
BRONZOVÁ
TOP
ODPOVĚDNÁ
FIRMA 2015
FIRMA A SKOLA



Promotion of diversity and self-confidence is part of our corporate culture

We support an open environment that doesn't restrict individuals by gender, age, race, or handicap. Our strategy in the area of diversity is not to discriminate positively or negatively. We do not prefer a particular gender, age group, etc..

Processes of employment, remuneration and advancement take place on the basis of a transparent measurement and are not dependent on gender, ethnic and racial criteria or other discriminatory conditions.



Support for women and social inclusion

Věra Výtvarová – managing Partner of Audit is one the three most responsible leaders



- She is a sponsor of the National Theatre.
- She became a patron of Via Bona, which seeks to make philanthropy and donations a normal part of our life. She is on the supervisory board of Transparency International.
- She is one of the 25 most successful women in Czech business.

Věra Výtvarová, Managing Partner of Audit Department, was a finalist in the Responsible leader category in the TOP Responsible firm 2015 competition. She was the first Czech woman promoted into the top management of PwC Czech Republic.



BRONZOVA
TOP
ODPOVĚDNÁ
FIRMA 2015
DIVERZITA

Bronze certificate in the category of Diversity thanks to our approach to diversity and the inclusion strategy in our internal environment and thanks to our support of women in their senior roles.

Support and development of women's talents in senior positions through coaching

We organise Diversity Week every year in May. Half of our employees are women, but it is not yet reflected in the composition of management. Therefore, we are trying to support women in senior positions. Diversity Week offers the opportunity to women from other affiliates and cultural backgrounds to share personal stories and contribute to the formation of a strategy that will help us to reach the PwC global goal – to become one of the most innovative companies that promotes diversity

and inclusion.

We opened a discussion platform for sharing experiences, presenting of "role models" and the possibility of using women coaches two years ago. This internal project provides our employees with individual coaching by colleagues who are already in senior management positions, and who suggest and advise ways to harmonise work responsibilities with family life.

Women are going through the same evaluation process as men, and they are elevated based on this process.



Flexible working opportunities and environment, motivating work conditions

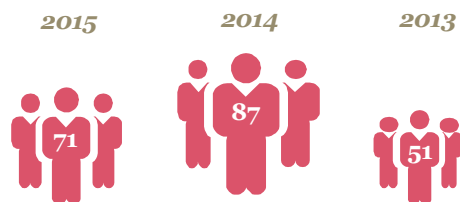
Flexible working conditions

We are flexible about how employees arrange their work program. We offer solutions to our people that meet their needs while balancing work and life priorities: part-time, home-office, flexible working hours or unpaid vacation.

We use a lot of information and mobile technologies to strengthen the flexibility:

- Videoconferencing calls, an internal chat system, internal social network, or the ability to use own mobile devices.

Number of employees using part-time



BRONZOVÁ
TOP
ODPOVĚDNÁ
FIRMA 2015
PRACOVISTE
BUDDUCNOSTI

Bronze certificate in the category of Future workplace thanks to the possibilities of flexible working arrangements and seasonal working which we offer our employees.

Diversity also in the flexibility

Seasonal auditors

The chance for people with good experience in accounting or audit who have the opportunity to work from a few weeks to 6 months full-time during the season and they have vacation or are part-time during the low season.

Maternity leave

We negotiate with the employee leaving on maternity leave, when they want to return and whether they want to work with us during parental leave. We adjust the scope of work in the season and beyond according to the agreement.



Baby office

For parents with children, especially on maternity / paternity leave, there is a newly furnished PwC Baby Office. This boardroom offers comfort to parents with children for handling urgent business matters.



Development of young talent and collaboration with universities

Graduate Recruitment

Training Personal Brand – training project for greater self-confidence

We provide expert advice to employed students by creating a personal brand. It increases the chances of them finding their first fulltime job. This project includes workshops and training through social media. Among the achievements are better prepared students for the assessment centre, either in PwC or in other companies.

University students are among our most important stakeholders. Therefore, the annual collaboration with universities and special programs for the development of young talent is one of our priorities. Annually we hire about 50-60 graduates. We work with them during their studies, we offer them internship opportunities and also their first work experience.



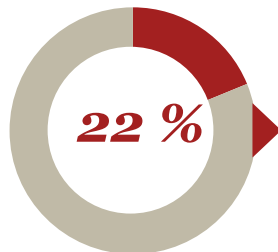
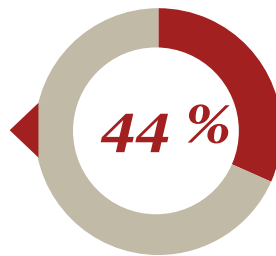
BRONZOVÁ
**TOP
ODPOVĚDNÁ
FIRMA 2015**
FIRMA A ŠKOLA

Bronze certificate in the category Firm and school for our expert advisory in the area of personal development for students in universities, which helps them to be successful in their first job.

Student's barometer

It examines the trends and opinions of students at universities in the Czech Republic. It shows that CSR is important when they choose their first employer.

For almost half (44%) of the students, CSR plays an important role when deciding where to go to work.



It is even one of the key factors for 22% students.

Fair for disadvantaged students



Under the auspices of Andrew Schapiro – the US ambassador in the Czech Republic, the Austrian Embassy and the Open Society Fund.



Employees and CSR



Managing partner Jiří Moser gave the internal award „Srdcař roku“ to three colleagues for their involvement in CSR activities.

Key activities in which employees may be engaged

- **Skilled volunteering**
- **General volunteering**
- **Charitable breakfast**
- **Health Day**
- **Philanthropic Christmas Collection**
- **Sport activities**
- **Caring for the environment – recycling, Green volunteering**

We engage our employees in corporate responsibility activities

We provide:

- **1 working day** for volunteering;
- professional volunteering for personal development;
- the opportunity to be the CSR ambassador – a key person in a specific department for spreading and coordinating activities;
- participation in CSR Fan Club - a community of people who are interested in CSR;
- opportunity to win the title „Srdcař“ of corporate responsibility – internal awards for the most committed volunteers.





Community engagement

We believe that by sharing the knowledge and experience of our experts we can help non-profit organisations fulfil their goals, thus having a positive effect on the society we live in. Our vision is to focus our activities on developing skills and passing on our experience in areas we deal with. In this sector, we mainly support the development of the capabilities, talents and education of the clients of non-profit organisations by inspiring and engaging with them. We also support non-profits, which have been chosen by our employees or where our employees volunteer, with philanthropic collections.

Key focus in this area:

- We have developed skilled volunteering programme (pro-bono mentoring) through which we focus on passing on our experiences especially to social enterprises, so that their plans and business models can be sustainable and competitive over the long term.
- We support social enterprises both with our consulting and individual mentoring and by using the services of social enterprises as our providers – for example, eco-friendly promotional materials or the operators of our company cafe.
- We support educational programs in particular for young people who have somehow been excluded from society, whether due to their physical or mental handicaps or the social situation of their families. We support non-profit organisations who are dedicated to educating and developing these individuals and who strive to increase their chances for self-sufficiency and independence.

Charities and sponsoring



Support of social entrepreneurship with skilled volunteering

We help you to do business differently – we support social entrepreneurship with our knowledge and experience

The project of the PwC Czech Republic “Helping doing business differently” supports long-term sustainability of social entrepreneurship. As a consulting company we sharing our experience especially with social enterprises because they are not profit-making organisations, but they are also not non-profit organisations, they exist somewhere between these two terms. They are looking for solutions to social problems through their business plans. Since 2012, we have supported start-ups and existing businesses focused on professional social volunteering, in the fields of finance, business and financial models, plans and attracting investors

and we discuss on sustainability and long-term competitiveness in tax and legal matters. One of our strategic partners in this area is Hub Praha, which organises the Social Impact Award competition.

Another support for social enterprises is through the use of their products and services. We help them start a business, support sales of their products, manage their finances and we use their services and products, thereby supporting their success in the business field.

The number of volunteers and hours devoted to especially skilled volunteering increases each year



Support for social enterprises with skilled volunteering

Acceleration of social start-ups with the Social Impact Award competition

At PwC, we emphasise skilled volunteering support for social entrepreneurship. A key project in this area is our long-term cooperation with the Social Impact Award competition, which honours ideas for social start-ups. We have been the partner of SIA since its founding in 2012. SIA winners are very enthusiasts but they are not usually knowledgeable about finance or law. Our staff provides them with individual mentoring and consulting.

We provided 300 hours of mentoring and expert advice this year to the winners of SIA. During the individual meetings, our experts advised on how to move start-ups from a good idea into a sustainable entrepreneurial project. They primarily help with focusing on setting up a business plan, choosing the legal form or preparing a presentation for the investor. Even for our employees cooperation with SIA is an interesting experience. They can apply their knowledge, develop their skills, try to work in a different environment and therefore they can look to the business from a different perspective.

The end of the SIA competition does not mean the end of our cooperation. We still try to support successful projects (for example, we ordered promotional items from one of the winning projects, Forewear). JAPU healthy snacks are still on the menu of our company café.

We were awarded in the TOP Responsible company competition this year. We won a golden certificate for this specific socially beneficial project.

Our people
devoted
300 hours
to start-up
mentoring



The first meeting of mentors from the PwC Czech Republic and SIA 2015 winning teams during the introduction of the summer acceleration program. Michael Tybusová, senior consultant, the Audit department, advises for third parent, the project aimed at support to stepparents and their spouses.

-  **9** *mentors*
-  **2** *lawyers*
-  **2** *tax consultants*
-  **2** *jury members*

*Kamila Petrovská
from the start-up
Third parent, along
with her mentor
Michaela Tybusovou
from PwC Czech
Republic.*



Social enterprises as our providers

Last year, we began cooperation with social enterprise Startujeme o.p.s., the operator of our internal company café. Through this cooperation, we offered the jobs to 10 people with mental disabilities.

What have we already provided to the social enterprise Startujeme?

We work with Startujeme like they are part of our company: It is not only a classic customer-supplier relationship.

- We provided the initial capital, equipment and facilities at own own expense and daily service is realised for a nominal fee.
- We help with the café organisation and daily agenda operation like food distribution, café's operation and promotion.
- We provide professional advice on finance, cash flow, tax issues and IT literacy through skilled volunteering.
- Employees of the social enterprise are integrated into the daily operations of the café as sales assistants. They are part of our internal events and trainings.
- We offer professional coaching to the owners of social businesses, to show the functioning principles of a healthy business and to bring them into the field of social entrepreneurship.



Colleagues from the Department of Audit are speaking with the director of Startujeme o.p.s. Jakub Kněžů.



Christmas charity with tradition

Our philanthropic activities help to educate youth



Three non-profit organisations The Fund for children in need, The Safety line and Rozlet obtained financial donations from our traditional fundraising. Our long-term partners were chosen by our employees.

CZK 330 000 for 3 non-profit organisations

The Fund for children in need, the longest supported organisation, received CZK 175 000 for covering costs for children in Klokane houses.

The Safety line accepted CZK 85 000 for supporting a free helpline for children who need help. Our donation will cover the costs for nearly 2 days of the helpline. The small organisation Rozlet, which provides social cafes, obtained CZK 70 000. Our donation creates training positions for as waiters or cooks for young people who leave children's homes.

Christmas Charity is a long-term fundraising project of PwC Czech Republic, we've been doing for 14 years. Our goal is simple – to inspire positive, lasting change in the communities in which we work and live.

PwC CZ employees gave financial gifts to non-profit organisations in the form of salary deductions, and every donated Czech crown was subsequently doubled by the firm.

So that our philanthropic activities correspond with our vision to support the education and development of the clients of non-profit organisations, we contributed our financial collections last year to our long-term partners from the non-profit sector who undertake such programs.

They are focused on children and young people who are socially neglected or who have been somehow excluded from society. The programs help them overcome their “handicap“, find self-confidence and stand on their own feet.



Volunteering and non-financial support

Physical volunteering with our long-term partners

We allow each employee to spend one day a year on volunteer activities

Cleaning the protected area, Český kras


A group of colleagues from taxes spent one volunteer day cleaning the protected area of Český kras.



In the photo: from left Zdeněk Drozd, Eliška Dudová, Kateřina Voborská, Beata Konderlová and Daniela Králová, from PwC Czech Republic and the staff of Správy CHKO Český kras

Recovery of protected area, Pálava

20 auditors and consultants from PwC Czech Republic Brno office used their volunteer day to clean the protected nature reserve Pálava. This is the fourth year for them to do this.

 **4 years**
80 auditors
4 000 m² cleaned forest

 **398 hours**
spent in
physical
volunteering

Miroslav Slezák, head of the Správa CHKO Český kras, praised the work of volunteers: “Volunteers picked up the cut tree branches and bushes in order to reduce over grown valuable steppe and rocky grasslands, which hosts a lot of endangered plant and animal species. They managed everything and did a good work. They helped not only the administration of Správa CHKO, but especially nature. I greatly appreciate their hard work and positive attitude. They deserve my great thanks!”

In the photo, a group of volunteers from the Brno office at the PwC volunteer action, Pálava.





Environmental stewardship

We pledged to manage and reduce the impact of our business on the environment.

Our main goal is to reduce our carbon footprint in all the relevant areas, such as:

- paper usage
- waste production and sorting
- transport regulation on business trips and measurement of trips by plane, train and car
- energy usage and measurement in our offices
- cooperation with providers



STŘIBRNÁ

**TOP
ODPOVĚDNÁ
FIRMA 2015**

LEADER V ŽIVOTNÍM
PROSTŘEDÍ

Silver certificate in the category of Caring about the environment for our program for managing and reducing the impact of our business on the environment.



Key areas of interest and activities to reduce our impact on the environment:



Measuring energy usage and minimising CO2 emissions

We make processes more effective, and we invest in technological innovations, especially concerning our building. You can learn more about our building in our previous reports from 2012 and 2013.



Recycling in the office

We continuously work with our employees and providers to reduce the amount of waste. Waste liquidation is carried out by a provider that we cooperate with on measuring and posting the amount of waste from each of our offices. We currently recycle paper, plastic, glass, batteries, lights, metal and leftover waste.



Supporting eco-friendly travel

We recommend that employees use alternative means of travel when commuting to work or to clients. Our new building has facilities available for cyclists that make commuting to work by bike easier.

To a greater extent we also use videoconferencing and carpooling.



Internal campaign focused on the environment

Every year we organise the Green days informational campaign, where we inform employees about energy usage in our building and recycling, and encourage them towards a more sustainable lifestyle.



Other eco-friendly initiatives within the office

We support double-sided printing and printing on recycled paper. These are both set up as the default settings on all printers in our offices.



Green volunteering

As a non-traditional team-building activity, we help the environment around us: we clean up forests and environments that create a positive impact on the ecosystem, thereby giving back what our activities took from nature.



Carbon footprint reduction

Carbon footprint

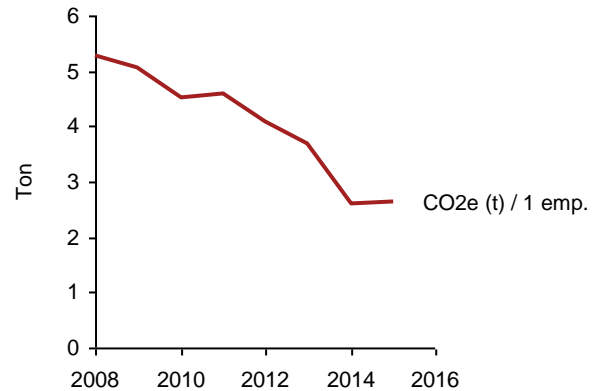
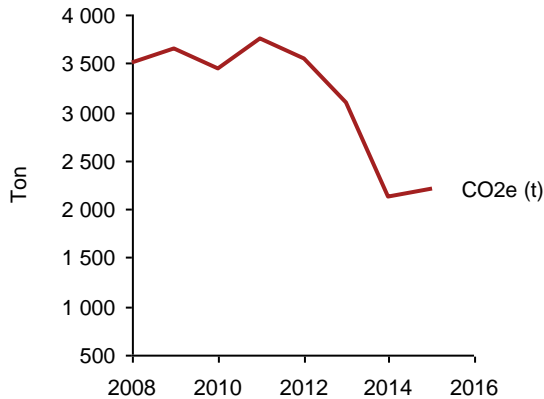
We stabilised the footprint per 1 employee this year (compared to last year).

We sort waste, monitor the consumption of paper, energy and water, we watch the amount of waste generated, minimise business trips abroad, and promote ecological means of transport.

Objective: Reducing the carbon footprint by 25% per employee by 2013 (default status from 2008)

The graph shows the carbon footprint progress per 1 employee from 2008 to 2015. ***Before the end of 2013, we met the goal and we even exceed it in the end.***

We have reduced carbon footprint per 1 employee by 50% over the last 7 years.



Involving our employees to care for the environment

Green Days – educational campaigns about ecology

The aim of the Green Days is to encourage responsible behavior by employees and remind them that even office operations can effectively reduce their environmental impact.



Earth hour

28 March, 2015 at 20:30

All three PwC Czech Republic offices joined Earth Hour. This annual event, backed by the World Wildlife Fund Foundation, aims to raise awareness of energy consumption and climate change. We switched off 100% of our office space in this hour. We also invited our employees to participate in Earth Hour.

Green volunteering

One of the fundamental principles of our strategy is to help to reduce the office work carbon footprint not only by helping to the environment but also through our own activities.



About report summary

This is just a summary of the original PwC Czech Republic Report of Sustainable business and Corporate responsibility activities for the 2015 financial year. We have summarised our strategic approach and highlighted the main areas of our interest.

The full version of the Report is available in Czech, where you can find all relevant data, definitions and reporting criteria we apply.

Our Corporate Responsibility Governance

The PwC Corporate Responsibility Strategy team helps to embed Corporate Responsibility into the fabric of the firm. By overseeing our sustainability strategy and continuously assessing our achievements and challenges, it provides leadership and direction on key policies and actions for implementation.

UN Global Compact

As a global network, PwC is a signatory to the UN Global Compact, which consists of ten core principles focused on the areas of anti-corruption, human rights, labour standards and the environment.

PwC Czech Republic reports annually on Corporate Responsibility issues that we – in dialogue with our stakeholders – believe to be the most relevant to our company. We apply the Global Reporting Initiative (GRI) GRI G4 – Core. guideline to the extent that it is applicable to our organisation. More information can be found in our Czech report.

The team includes the Country Managing Partner and senior management representing each of our lines of service and our operations.

The Strategy team is supported by the Corporate Responsibility coordinator and by cross-functional teams of departmental volunteers from across the business.

Why you should read this report and what you can learn from it

The report summary is intended for anyone who wants to learn more about how a business strategy can be aligned with the concept of corporate responsibility. Hopefully, you will not only learn about our activities and approach, but you will also get to know us better as a company, and perhaps find some inspiration.

We look forward to your reactions and remarks!

Your ideas and comments are important information tools for us to improve our future activities. We welcome your feedback and we thank you for reading.

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