

Our year of solving together



Welcome to our **Sustainability Highlights Report FY23**. This looks at how our community of solvers comes together to deliver on our purpose to build trust in society and solve important problems for our clients and stakeholders.

The rapidly-changing and turbulent environment we live in today is making it even tougher for organisations to achieve sustained outcomes. On behalf of our firm, we'd like to say how proud we are of what our people have achieved this year to support our clients, community and wider society.

We are grateful to each of them for their hard work and dedication in delivering on **The New Equation** – our PwC global network strategy to help leaders build trust and achieve success.

If you have comments or questions, don't hesitate to get in touch.



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**Our year
of solving
together**



PwC's global network

In this year's Global Annual Review, PwC shares some of the ways we are delivering on our purpose to build trust in society and solve important problems, focusing in particular on how we are helping businesses and other stakeholders navigate the tectonic changes of climate and AI.

We draw on the collective skills and experience of more than **360,000 people in 151 countries**.

Our headcount grew by 11.1% this year to over 364,000, so we're already two-thirds of the way to our goal of **creating 100,000 net new jobs over five years**.

Highlights of our year

We have continued to make significant progress on the commitments we made when we launched our strategy, The New Equation, in June 2021:

PwC's global network is continuing to invest

US\$1 billion

in a multi-year programme to empower our auditors to deliver **next generation, technology-assisted audits**.

17 acquisitions and 5 strategic investments

to expand PwC's **professional capabilities** in key areas from climate to climate to cybersecurity.

[Read more of our PwC global network highlights here](#)

As part of our commitment to promoting transparent and comparable reporting, the PwC global network publishes [an overview of our disclosures on the World Economic Forum \(WEF\) Stakeholder Capitalism Metrics](#) for FY23.

PwC was an early supporter of the WEF metrics - organized into four pillars aligned with the 17 UN Sustainable Development Goals.

This year PwC is again reporting against the [core metrics](#) that cover the four key areas of: Principles of Governance, Planet, People and Prosperity.



People

Solving together

Our people are helping to solve the important problems of the 21st century.

I am proud to work at PwC:

70% agree

– Global People Survey
(Guyana) FY23 results



People

13

Guyanese team members employed by PwC Guyana



46%

of our Guyanese workforce is female



100%

of our people work flexibly



9

associates and interns hired in FY23

Target set for

50%

of partners of PwC in the Caribbean to be women by 2030


Planet

We are **on track** to reach our own net zero commitments including:


- A **50% absolute reduction in scope 1 & 2 emissions** from 2019 levels by 2030.
- In addition, **244,766** active PwC partners and staff took part in **sustainability upskilling courses** in the past three years, equal to **67%** of PwC network's entire workforce.



Planet



PwC Sustainability Academy: Building the skills our people need



Carbon offset purchases

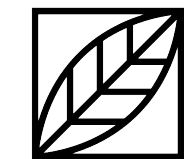
Since 2018, the projects PwC supports have helped create and sustain landscapes, support local economic and social development, renewable markets and the development of a mature voluntary carbon market.

[Explore the projects PwC supports here.](#)




Creating a nature positive future

PwC's [Centre for Nature Positive Business](#) unites over 500 nature specialists from across our network, bringing together knowledge in biodiversity, water, forestry, regenerative agriculture and geospatial analysis.



We offset 100% of our firm's unavoidable energy use and air travel



100%
renewable electricity usage in all PwC territories by 2030

Principles of Governance

Our purpose: Build trust in society and solve important problems.

Our values: Act with integrity, make a difference, care, work together, reimagine the possible.



Governance

- **Our Transparency Report is published annually.**
- **Our Global Tax Code of Conduct was updated this year.**

Our **Global Code of Conduct** sets out a common framework on how we expect our people to behave.

As of 1 July, 2023, **PwCIL's Global Board** has 19 members who are responsible for the governance of PwCIL and the PwC network. During FY23, the Board met 12 times (FY22: 12). All but four of the meetings were held virtually.



All of our partners and people must complete annual training on PwC's anti-corruption policies and procedures.



Each firm has access to a confidential PwC Ethics Helpline.

Our approach to **Human Rights** is integrated into our business practices.



Environment. **Our impact:**

Creating a more sustainable future together

The 2023 PwC Network Environment Report covers how we are executing our sustainability strategy, including:

Evolving our services to help our clients address the challenges of climate change.

Building greater business resilience by understanding and adapting to the physical risks from climate change we identified last year.

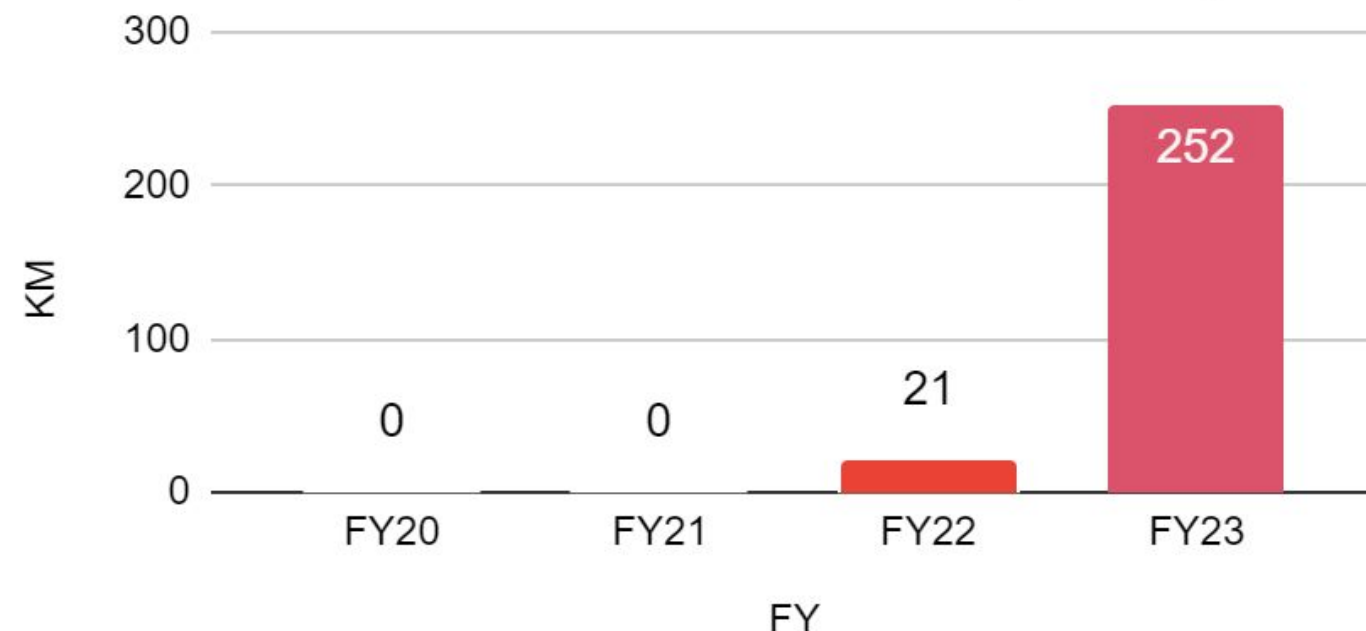
Upskilling our 360,000+ strong community of solvers so they can support our clients as impactfully as possible to address sustainability issues.

Reducing our business's impact through decarbonising our delivery model and working to understand our impacts on nature.

Environment. **Our impact:**

At PwC Guyana reducing our total GHG emissions across our business is our priority. Across the network, we have been transforming our business in response to climate change for a number of years, and continue to do so. We have learnt a lot from our progress so far, and our approach has evolved as a result. Data collection started in 2020 when the firm joined the PwC network. In FY22 we expanded our scope 3 emissions to include purchased goods and services (PG&S) which resulted in an increase for FY23. There is no FY19 baseline.

Total Greenhouse Gas Emissions (tCO₂e)



Community. **Our impact:**

CYEN Climate Change Initiative Scavenger Hunt

Caribbean Youth Environment Network (CYEN) focuses its energy and resources on the area of climate justice awareness.

CYEN executed a scavenger hunt around Georgetown in awareness of Climate Justice and observance of the UNFCCC COP27.



**CYEN
climate change
donation**

Community. Our impact:

Laptop donation to Hauraruni Girls' Home

We were happy to make a donation to AMCHAM Guyana to help with the purchasing of laptops and printers for a non-profit organisation that provides a safe and nurturing environment for orphaned girls in Guyana.



People. **Our impact:**

**We cover 100%
of ACCA and IIA
exam costs,
including study leave**

8%

**growth in our staff
complement in
FY23**



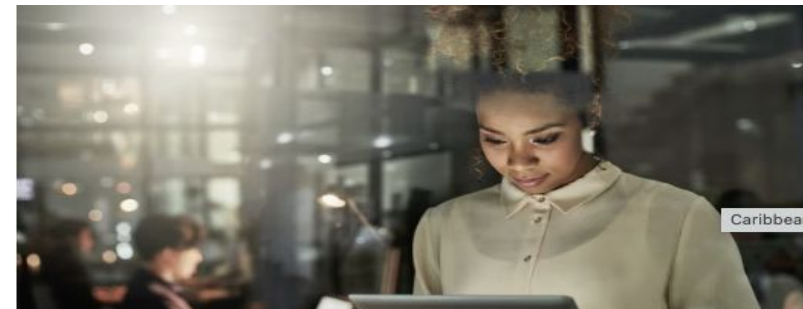
Responsible business

Key pieces of thought leadership



Global CEO Survey

60% of CEOs believe they will see declining growth during the year ahead.



Caribbean Digital Readiness

“73% of Caribbean businesses find digital transformation has boosted productivity.”



Caribbean Corporate Governance Survey

More than half of the directors interviewed are of the view that at least 1 board member needs to be replaced, and nearly 40% would replace two or more.



Global Hopes and Fears Survey

“26% of employees say they are likely to change jobs in the next 12 months.”



Digital Nation Survey

91% of survey respondents believe that technology can improve the quality of their lives. 66% are advocates for the use of government digital services.



State of Climate Tech

In 2021, start-ups targeting sectors that are responsible for 85% of emissions attracted 39% of investment. In 2022, start-ups in those sectors attracted 52% of climate tech investment.

Responsible business

US\$10,000 donated by PwC in the Caribbean to help in the aftermath of the school dormitory fire that claimed the lives of 20 victims, in the town of Mahdia.

US\$60,000 donated by PwC in the Caribbean to help victims of the Feb. 2023 earthquake disaster in Turkey and Syria



End notes

1. PwC's fiscal year extends from July 1, 2022 - June 30, 2023. The data and context in the report is from that time period, unless otherwise indicated.

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At PwC, our purpose is to build trust in society and solve important problems. We're a network of firms in 151 countries with over 360,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com.

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