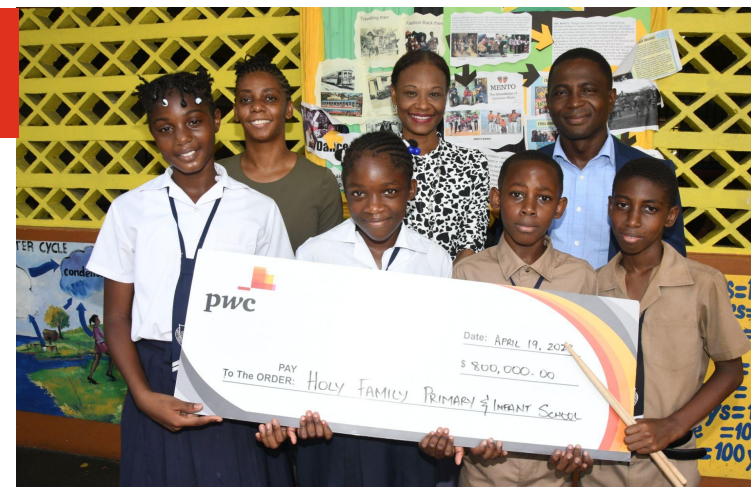


Our year of solving together





We are pleased to share our **Sustainability Highlights Report FY23**, which 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 share how our core activities aligned with our commitments and priorities and how we are collectively working at the regional level to make a difference.

We are grateful to each member of our team 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.

Bruce Scott

Territory Leader, PwC Jamaica



**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 **364,000 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.

This year we are again reporting against the [21 core metrics](#) that cover the **four key areas of: Principles of Governance, Planet, People and Prosperity**, and the additional 34 metrics that go into more detail for each area.



People

Solving together

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

I am proud to work at PwC:

87% agree

– Global People Survey
(Jamaica) FY23 results



People

347

people employed
by PwC Jamaica:



81%

of our Jamaica
workforce is female



11

nationalities
voluntarily declared

100%

of our people work
flexibly



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

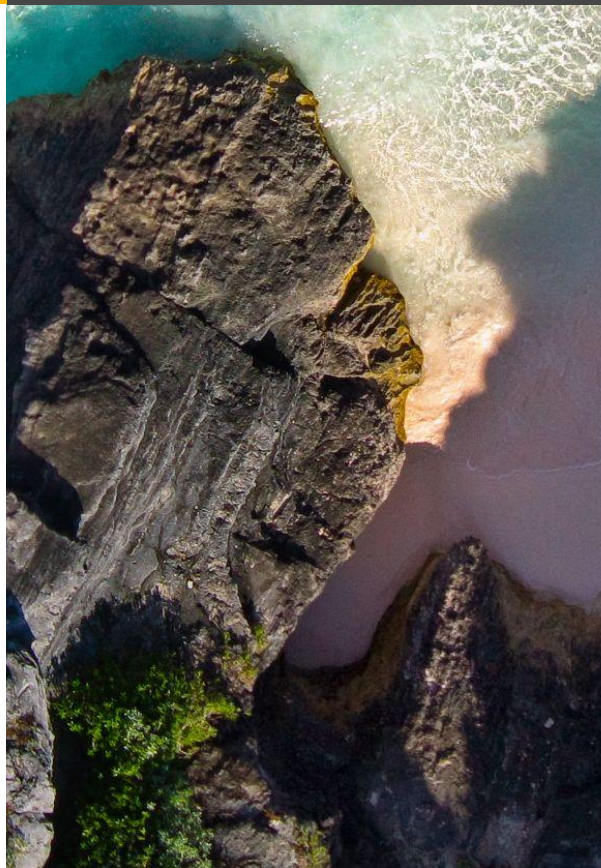


PwC Sustainability Academy: Building the skills our people need



74%
decrease in PwC Jamaica's business air travel (km flown) from FY19 baseline

*Percentages may be rounded



100%
renewable electricity usage in all PwC territories by 2030



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.



Prosperity

US\$33K

investment in the
Jamaica community

**Cash donations and other charity
spend*



**Staff charitable
contributions matched
by the firm**



Total volunteering time:

296 hrs

General volunteering

69 of our people volunteered to support their
communities

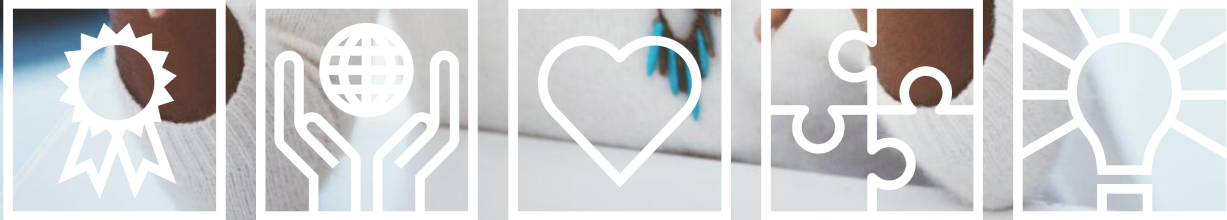
Over JMD\$250K

in scholarship funds
awarded annually to
Jamaican students

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.

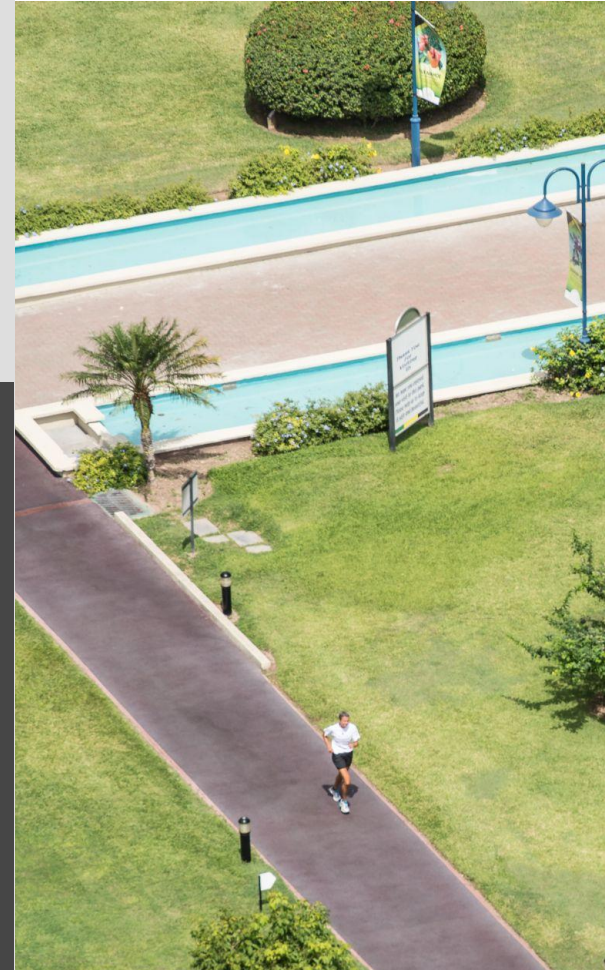


Governance

- **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:**

Our Green Team drives our environmental awareness and sustainability initiatives. Led by *Gail Moore and Carolyn Bell-Wisdom* our Green Team executive team includes: *Andre McKenzie, Tamoya Williams, Karen McHugh and Janice Brown.*

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.

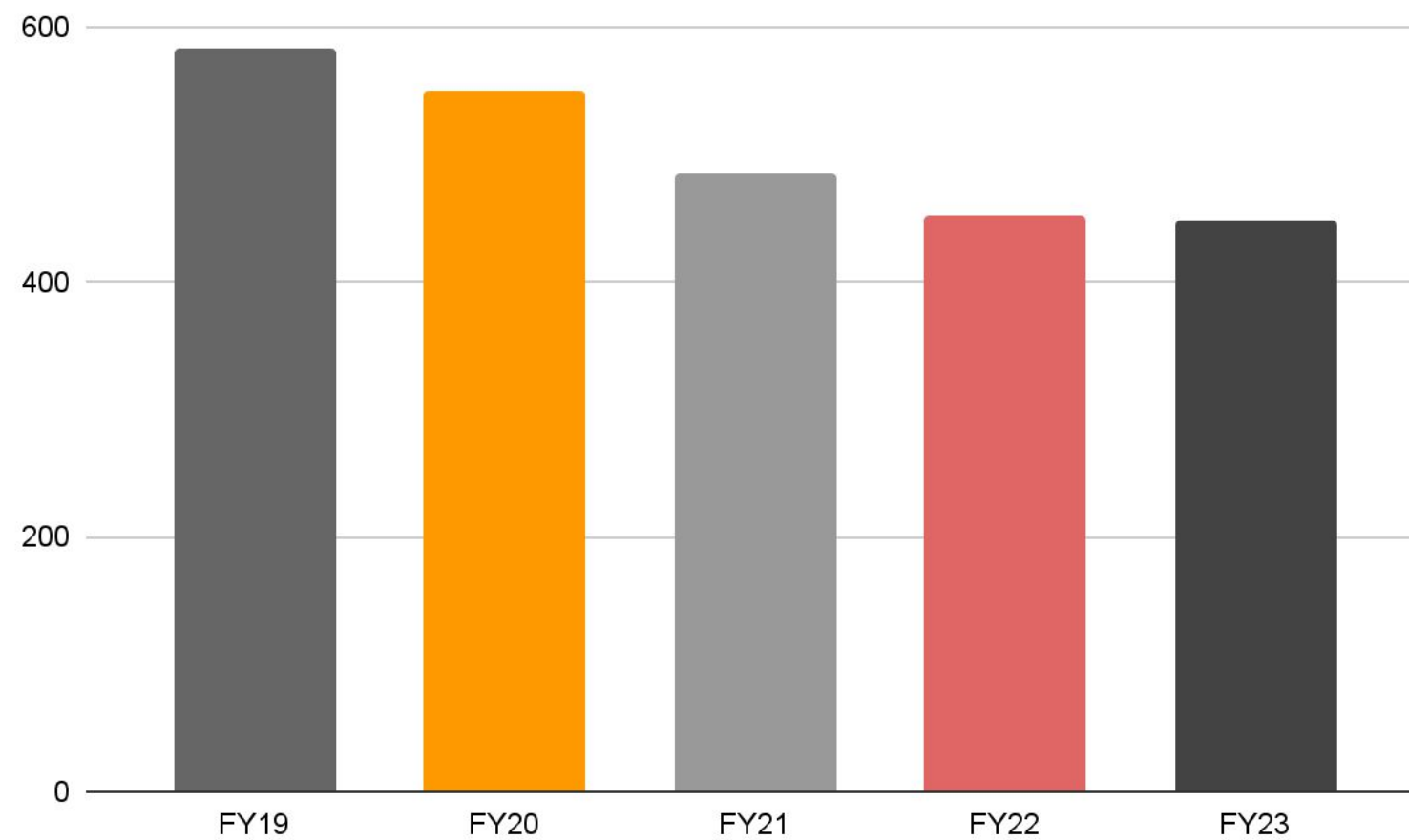
Upskilling our 360,000+ strong community of solvers so they can support our clients with impact to address sustainability issues.

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

Environment. **Our impact:**

Reducing our total GHG emissions across our business

Total Electricity Consumption (kWh)



Carbon dioxide emissions (tCO2e)

	FY23	FY22	FY21	FY20	FY19
Total emissions/tonnes CO2e	1038	329	347	490	698
Total carbon emissions per employee/tonnes CO2e	2.99	1.06	1.02	1.56	2.39
Business travel/kilometres flown*	362,950	194,704	169,764	661,201	1,387,152

Note: Due to an expansion of our global reporting definition and scope during FY22, we now include purchased goods and services (PG&S) as a part of our scope 3 emissions. There is no PG&S FY19 baseline.

Progressing on net zero from baseline

Environment. Our impact:



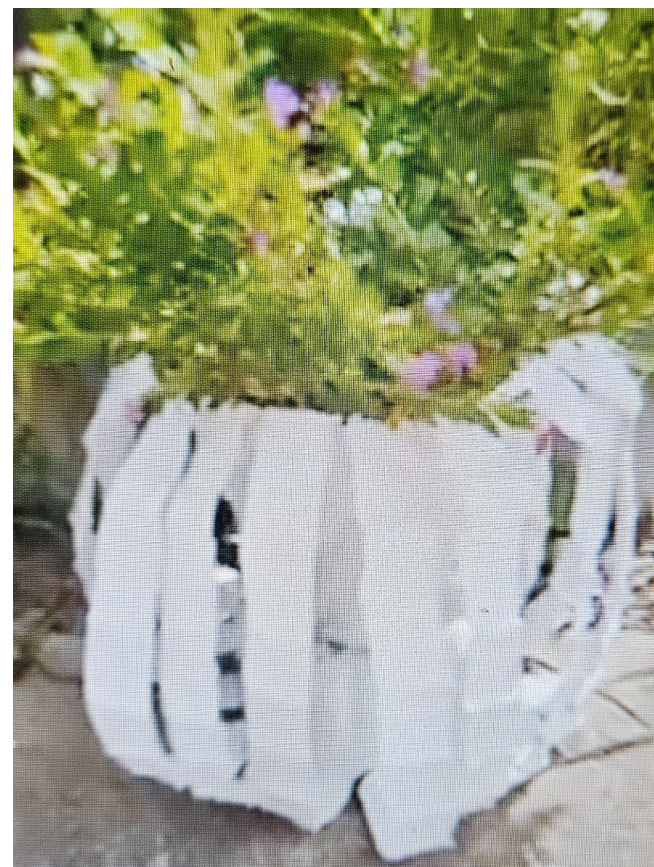
Supporting the Jamaica Environment Trust

Our environmental champs joined thousands of Jamaicans and millions worldwide, in harnessing the power of people to fight ocean trash, by participating in beach cleanups on International Coastal Cleanup Day. The Kingston team took up the challenge of cleaning Shipwreck Beach while our Montego Bay team cleaned up the Old Hospital Park.



Environment. **Our impact:**

To mark World Environment Day, the Green team held an innovative and fun competition for our people on repurposing plastic waste, which we called Project Plastic.

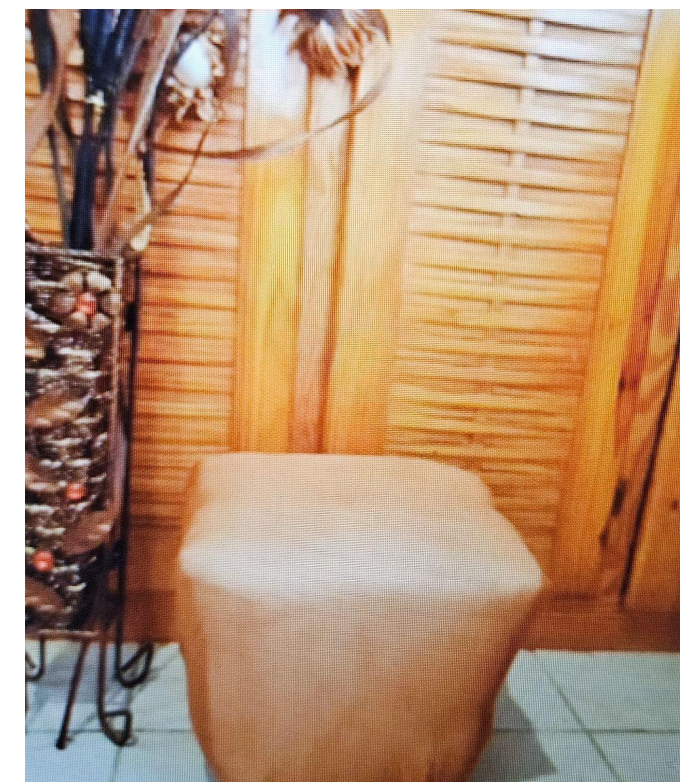


White flower pot made from plastic bottles



Lamp shade made from plastic spoons

Ottoman made from plastic bottles



The competition focused on using plastic items to create practical and useful household objects. ***Congratulations to the winners!***

Environment. **Our impact:**



#BeTheSolution

We support Jamaica's plans to move forward with a policy to regulate the use of single-use plastics. As a firm, we are limiting the use of **single-use plastic** items in our offices and corporate events; and **we build awareness of the plastics issue among our employees to encourage behaviours that help tackle plastic pollution, including recycling, reusing, and annual beach clean-ups.**

Community. **Our impact:**

St. Michael's Primary School

Our partners and staff jointly contributed JMD\$600,000 towards the hosting of a memorable fun day and donation of a deep freezer for the students and staff at St. Michael's Primary School in Downtown, Kingston.

To mark the Easter break, students and staff were treated to a delicious meal while the students engaged in an obstacle course, bounce-a-bout and merry-go-round ahead of the long weekend.

"We truly enjoy being of service to our community, especially our children. It was really heartwarming to see the students enjoying themselves after two-plus years of restrictions due to COVID. We hope that activities such as this can create a small bridge in improving the social well-being of the students and by extension their communities as they continue to adjust to a new normal."

- Gail Moore, Partner, PwC Jamaica.



Community. **Our impact:**

Holy Trinity High School

We reaffirmed our commitment to education and community development through a donation valued at JMD\$2.1m to the Holy Trinity High School aimed at enhancing the institution's Academic Intervention Programme (AIP).

The donation, which is a result of the collective generosity of our partners and staff members, covered the renovation of the enrichment centre (where the AIP is held), a new air conditioning unit and eight desktop computers.

“From the outset we recognised the importance of the Academic Intervention programme and its success to date. We also noted that for the programme to perform optimally the enrichment centre, where the programme is being facilitated, would require needed upgrades; the main one being access to computers.

I am thankful to Father Clarke and the staff at Holy Trinity High for continuing to pour into these children despite the limited resources at their disposal. We look forward to the continued success of this initiative.”

- **Gail Moore, partner, PwC Jamaica**



Community. Our impact:

Academic Intervention programme



The programme aims to promote an appreciation for reading and writing while addressing the declining quality of education caused by low levels of literacy among students. In its current format, the AIP offers specialised attention to students who are reading below their grade level through a tailored programme and dedicated staff.



Community. **Our impact:**

Holy Family Primary School

Our partners and staff jointly contributed JMD\$800,000 towards the revitalisation of the school's music club through the purchasing of new instruments and the upgrade of eight windows on the Grades 1 and 3 block, at the Holy Family Primary located in Downtown, Kingston.

“We understand the importance of creative outlets for the development of children, and we know this donation will allow them to learn and express themselves in a positive manner. Furthermore, the music club will help to foster team building and help students to build stronger social skills. When you consider all that’s possible through bolstering this music club, we were motivated to make this a reality and do more. We look forward to the positive changes in the students because of this initiative,

Gail Moore, partner, PwC Jamaica



We contributed 57 instruments to the music club which consisted of 49 new instruments and the repair of 8 hand drums. The new instruments included Melodicas, Soprano Recorders, Triangles, Tambourines, Wood blocks, Local Calabash Maracas, Glockenspiels, a five-piece Drum Set, and a 61-key Portable Keyboard.

Community. Our impact:

Read Across Jamaica Day

Our colleagues underscored the importance of literacy by sharing the joy of reading with students from Holy Family Primary and St. Michael's Primary School and by donating books on 9 May 2023 for Read Across Jamaica Day.



Community. Our impact:



Jamaica Cancer Society

The Jamaica Cancer Society is a non-profit, non-governmental organisation charged with a mandate to “fight and defeat cancer in all its forms.” Our firm joined the fight against breast cancer with a donation of JMD\$200,000 to the organisation.

40 mammograms
facilitated through our donation.



Community. Our impact:

Sagicor SIGMA Corporate Run

Our team of 90 participants joined the 25th staging of the Sagicor Corporate SIGMA Run, which raised funds for the University Hospital of the West Indies Pediatric Unit and the Edna Manley College of the Visual and Performing Arts Hope Brooks building.



Community. Our impact:

National Poppy Appeal

Our firm joined fellow members of Corporate Jamaica in taking 'steps for vets' by contributing to the National Poppy Appeal Drive.

The National Poppy Drive which is spearheaded by the Poppy Appeal arm of the Jamaica Legion, raises funds towards the care of Jamaica's veterans.



Community. **Our impact:**

Inter-Audit Sports Committee

One Day Six-A-Side Football Competition 2022

Shout out to our Football Team who placed 3rd!

#PwCProud



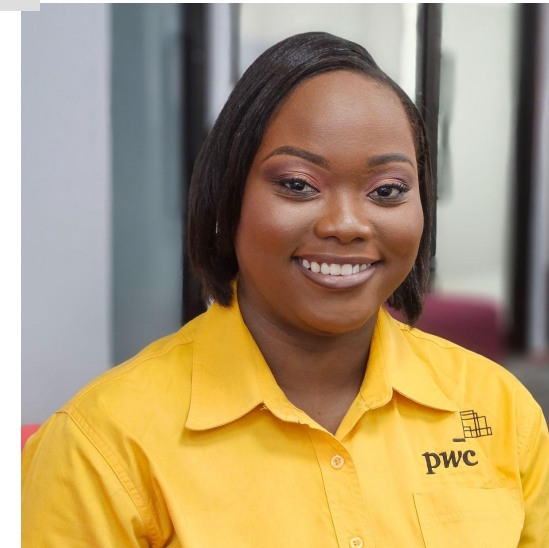
People. **Our impact:**

We cover up to 80% of CPA and ACCA exam costs- including

We provide scholarships to UWI and UTECH accounting students who often join us for internships

12 new Jamaican associates hired in FY23

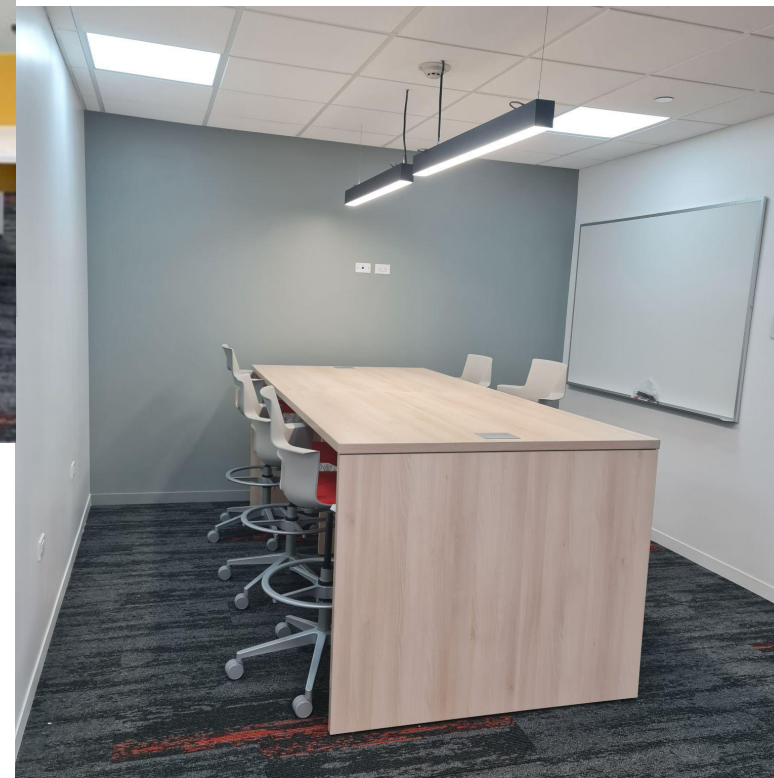
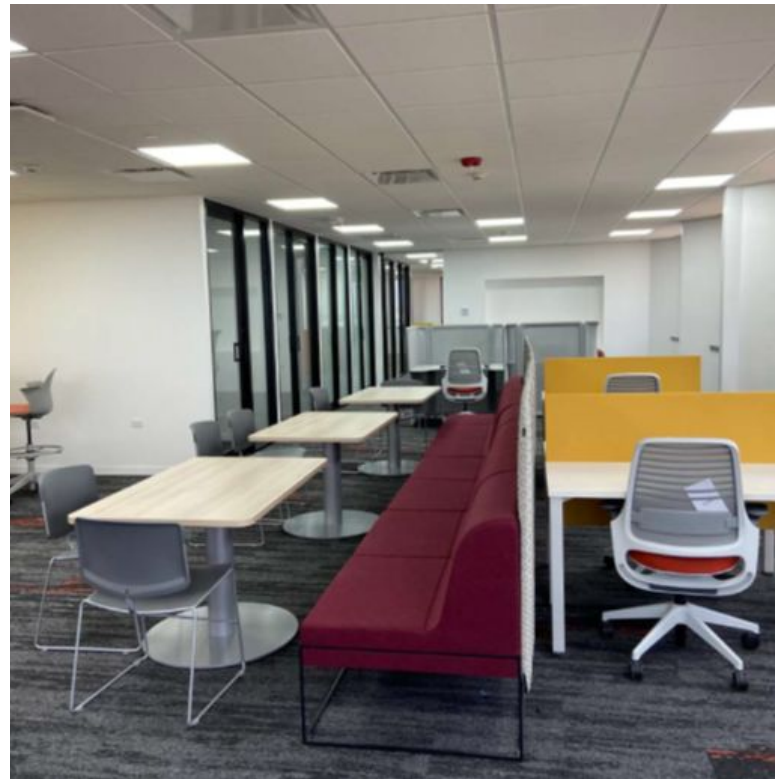
55 Jamaican interns and trainees hired in FY23



Renovations of our Kingston offices

We've reimaged our offices to create inspiring new workspaces featuring:

- Meeting rooms and collaborative spaces with interactive tools
- Private focus rooms and work lounges
- Community working cafe
- Wellness area



People. **Our impact:**

Be Well, Work Well

Our Jamaica Be Well, Work Well team activities

- Calm app
- Year-round wellness activities and support including subsidy for gym membership
- Access to counselling and mental health support
- #pwctakesabreak: Office closures in Dec/Jan



People. **Our impact:**

Diversity and Inclusion

Our Diversity, Equity and Inclusion team organises events and outreach activities throughout the year to celebrate with our people and advance diversity, equity and inclusion within our firm and our communities:

Led by: *Kimblian Batson, partner, our Diversity and Inclusion team includes: Alisha Bartholomew, Kerishè Higgins, Charmaine Burris-Keyes, Dana Coley and Dionne Golding.*

Find out more about our [Global Inclusion First](https://www.pwc.com/inclusion) strategy at www.pwc.com/inclusion



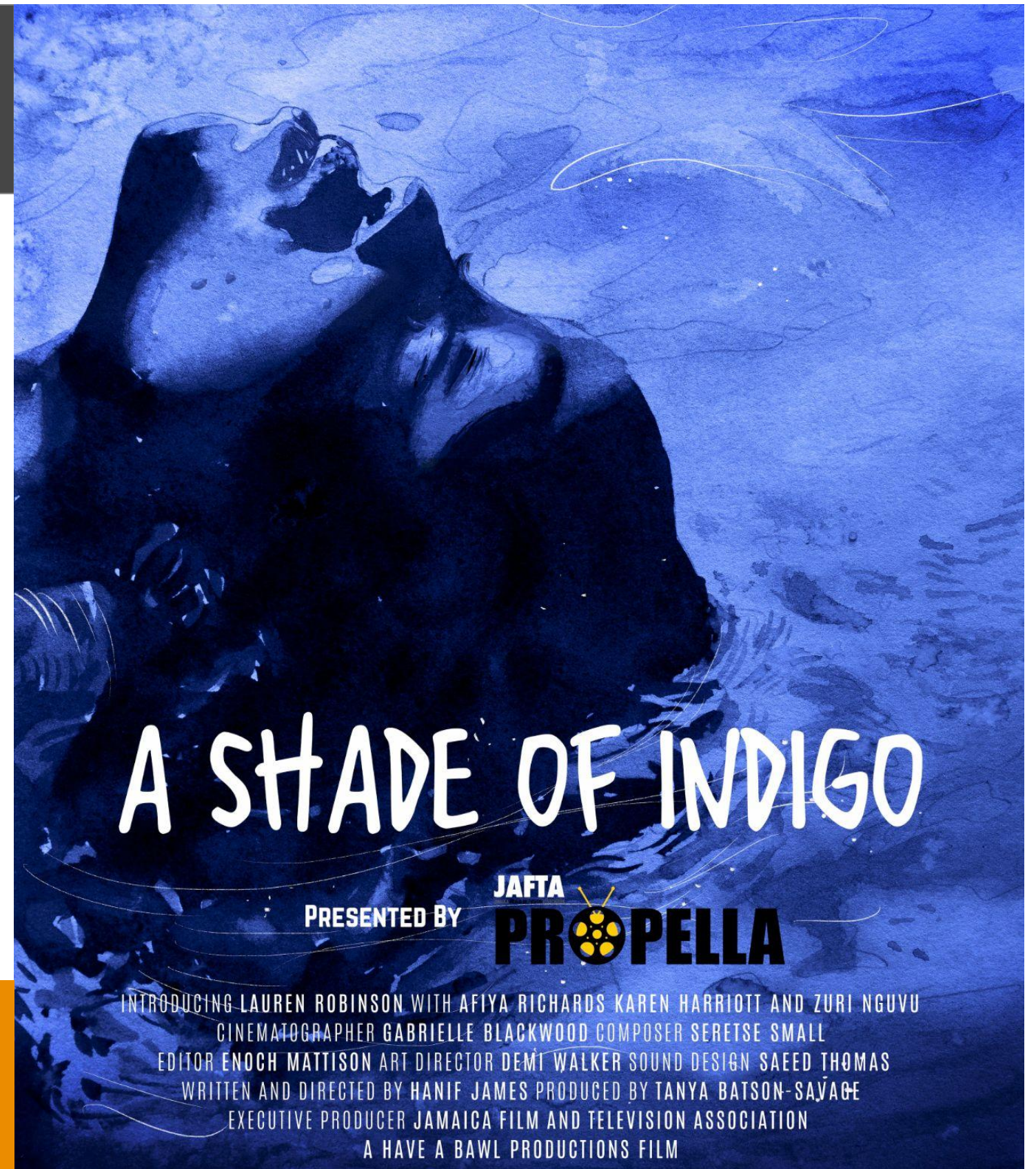
The D&I Council treated young ladies enrolled in a programme for adolescent mothers at the Women's Centre of Jamaica Foundation (WCJF) to an art session sponsored by the staff. The Council also donated JMD\$50,000 to the WCJF.



People. **Our impact:**

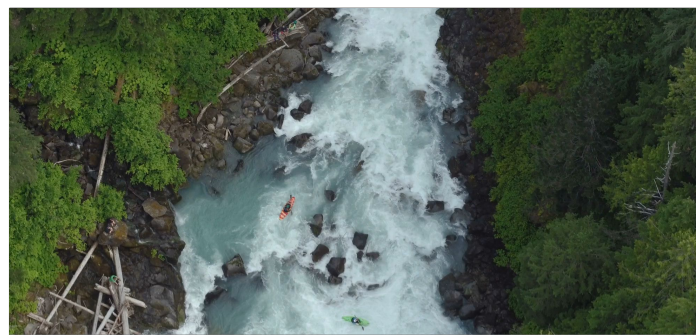
Diversity and Inclusion

- Supported the development of A Shade of Indigo, a short film produced by the Jamaica Film and Television Association (JAFTA), which looks at the topic of skin bleaching.
- Our people participated in the UN's 16 Days of Activism against Gender-Based Violence campaign



Responsible business

Key pieces of thought leadership



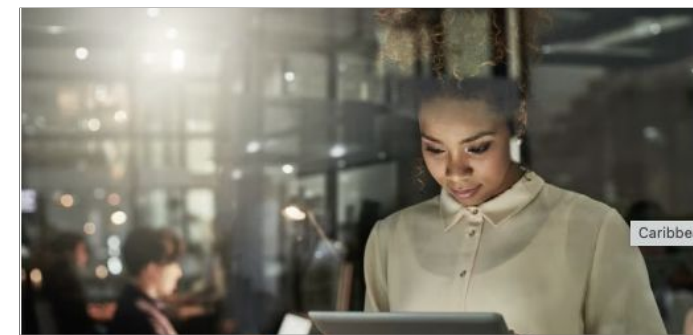
Global CEO Survey

“40% of global CEOs think their organisation will no longer be economically viable in ten years’ time if it continues on its current course.”



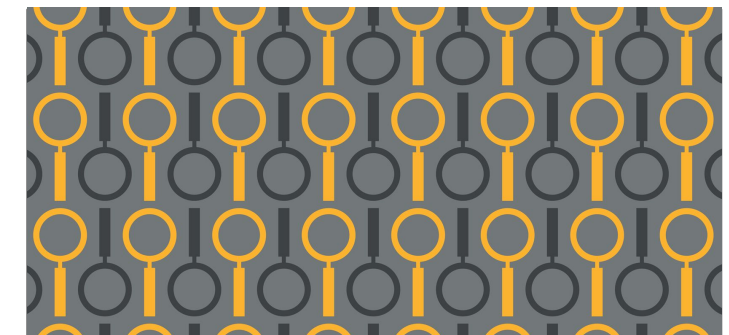
Re/insurance Banana Skins

“Climate change is the number one risk once again as reinsurers bear the brunt of the cost of catastrophe claims from an ever-increasing number of extreme weather events.”



Caribbean Digital Readiness

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



Global Digital Trust Insights

“Seven in 10 senior executives (69%) say their organisation will use generative AI (GenAI) for cyber defence in the next 12 months.”



Global Hopes and Fears Survey

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



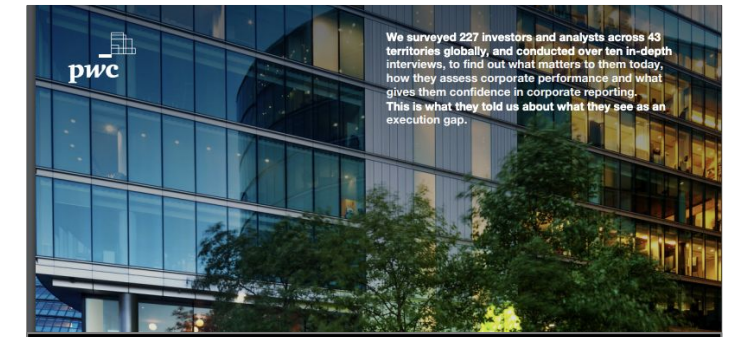
Asset & Wealth Management Survey

“The choice is simple – adapt to the new context or fail.”



Women in Work Index

“An 18-year-old woman entering the workforce today will not see pay equality in her working lifetime.”



Global Investor Survey

“87% of investors think corporate reporting contains greenwashing.”

Responsible business

A catalyst for thought leadership



PwC Jamaica's IFRS In-Focus 2022



Global Tourism Resilience Conference



ACFE Jamaica Chapter
Anti-fraud Conference

Managing Fraud in an Evolving Environment
- Amplifying Our Impact

Friday 18 November 2022 | The Jamaica Pegasus Hotel | 8.00 am

Presenter
Bruce L. Scott
Territory Leader, PwC Jamaica



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ACFE Jamaica Chapter Anti-fraud Conference



Island Finance Forum 2023
Investment for Sustainable Development
18TH-20TH APRIL 2023
FREE REGISTRATION

Island Finance Forum



Responsible business

US\$60,000
regional donation
to help victims of
the February 2023
earthquake
disaster in Turkey
and Syria



End notes

1. PwC's fiscal year extends from 1 July 2022 - 30 June 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 more than 364,000 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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