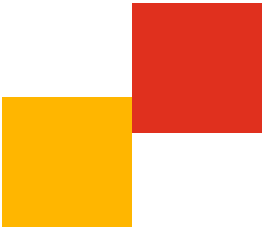


Our year of solving together



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Environment, Community, People



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Welcome to our **Sustainability Highlights Report FY23**. This looks at how our community of solvers come together to

deliver on our purpose to build trust in society and solve important problems for our clients and stakeholders.

I'm incredibly proud of all that we've done this past year and how our focus on making a positive impact guides the work we do serving our customers, partners, employees, and community.

Delivering on **The New Equation** - our PwC global network strategy helps leaders build trust and achieve success. We thank our clients and community for helping us to deliver on this strategy.

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

Graeme Sunley
Territory Leader
PwC Cayman Islands

**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**.

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

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.

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:

92.3% agree

– Global People Survey (Cayman Islands) FY23 results



People

almost

300

people employed
by PwC Cayman



30

nationalities

46%

of our Cayman Islands
workforce is female

100%

of our people work
flexibly



25

Caymanian
associates and interns
hired in FY23

Target set for

50%

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

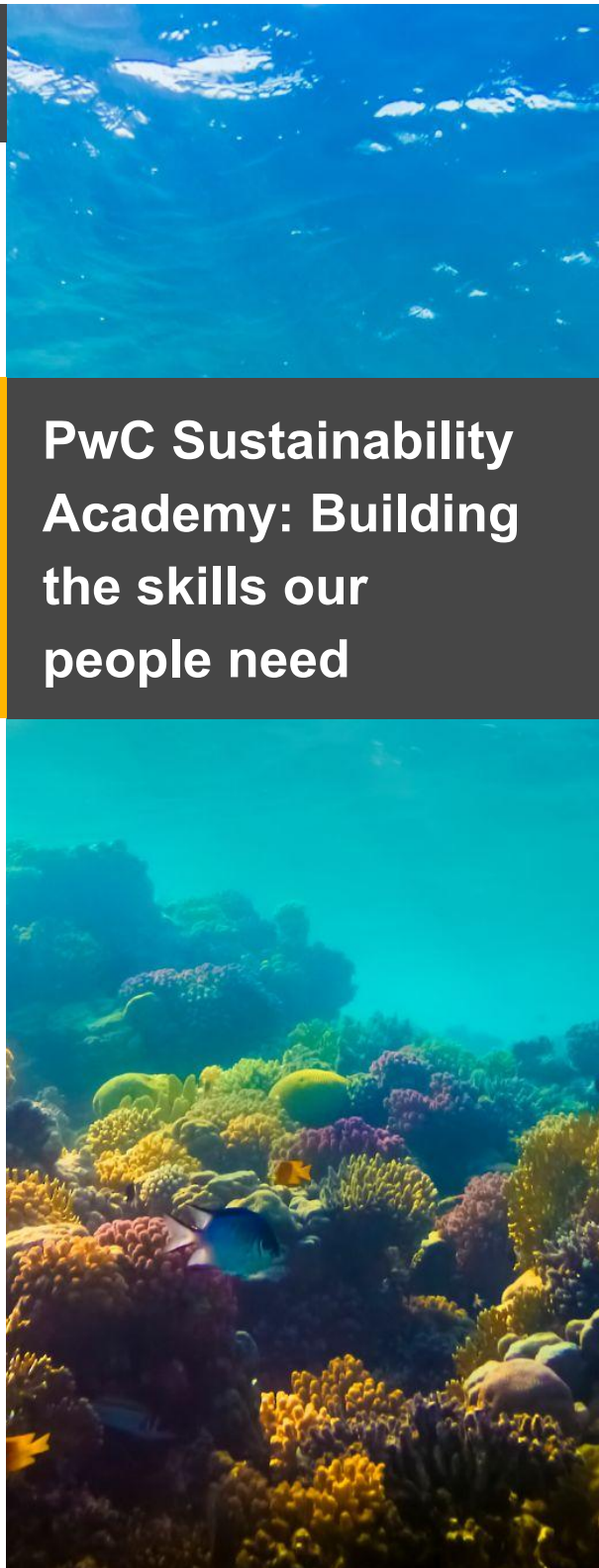
Planet

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



2.5%

decrease in total emissions from FY19 baseline.



Target set for

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

Solving together

We provided pro bono support to:

10 charitable

organisations in Cayman

As responsible business leaders, we have an obligation to lead and use the power of our people and business to help build a more secure and equitable society. Through our pro bono program, we're giving our people paid time to use the skills and experience they bring to client work to help nonprofits digitally transform and address operational challenges in order to help effectively address injustice.



Prosperity

\$770,000+

investment in
community

**includes cash donations
and pro bono work*



**Staff charitable
contributions
matched by the firm**



Total volunteering time:

819 hrs

General and skilled volunteering

168 of our people volunteered to support
community activities

\$580,000+

**pro bono value
delivered by our firm**

Prosperity

We provide pro bono support to 10 charitable and non-profit organisations in Cayman

Justices of the Peace Association



**Special
Olympics**
Cayman Islands



THE CAYMAN ISLANDS
BANKERS' ASSOCIATION



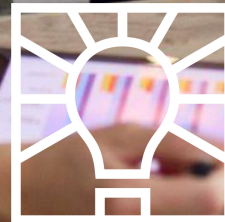
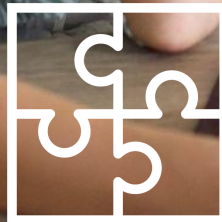
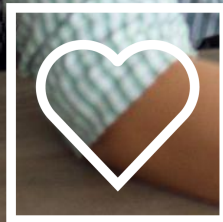
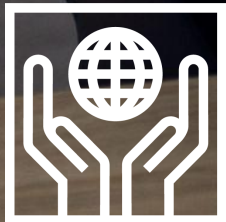
Cayman Islands
National Recovery Fund



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 **Be Green** team drives our environmental awareness and sustainability initiatives.

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.

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

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

Environment. **Our impact:**

We are firm believers that each of us can play a vital role in achieving PwC's global "Net Zero" objective. Our dedicated BeGreen team spearheads this effort and actively brainstorming ways for individuals to make a tangible impact. Whether it's hosting educational sessions and events to raise awareness within our firm, promoting office recycling, organizing community environmental projects, or sharing tips for sustainable living, they're highly engaged and committed to empowering our colleagues to take action.

We prioritize support for organizations championing environmental stewardship, recognizing the critical importance of preserving our planet. Throughout the year, we collaborate with the Cayman Islands Department of Environment (DoE) on various initiatives, including turtle conservation efforts. Several of our staff members even volunteer with the DoE's turtle team, contributing to the conservation program firsthand. Below are some other ways in which we do our part:

- Multiple beach clean-ups throughout the year
- Plastic free initiatives
- Green (Leed Gold certified) building
- Energy efficient features within the office



Environment. Our impact:

In celebration of Earth Day

we enjoyed participating in the Chamber of Commerce's Earth Day Clean Up.



Community. **Our impact:**

Through community investments PwC can share its greatest asset - the skills, knowledge and talent of our people - to help create communities where people and businesses can thrive.

As part of our commitment to community support and employee wellness, we have volunteered to walk dogs from local shelters. Not only does this initiative help provide much-needed exercise and socialisation for the dogs, but it also allows our staff to enjoy the outdoors, relax and stay active during their breaks.



Community. **Our impact:**

Community feeding programme

We are proud of our employees who continue to volunteer their time at Christmas to serve meals as part of Meals on Wheels Feeding Programme.



Community. Our impact:

PwC staff also supported various other NGO's and charitable causes.

Below are some of the other organisations we work with:

- Cayman Islands Little League
- CIS Sports Teams
- Jasmine Palliative & Hospice Care
- The Cayman Islands Breast Cancer Foundation
- Cayman Islands Junior Hockey league
- St. Baldrick's Foundation - Hannah's Heroes
- NCVO
- YMCA
- GirlForce 100
- The John Grey Swim team
- Resilience Cayman
- Cayman Islands Cancer Society 'Movember'



People. **Our impact:**

We cover
100% of CPA
exam costs
including providing
paid study leave

We host two
annual Career
Development
Programmes
(CDP)

CDP
provides:

- Coaching ✓
- Mentoring ✓
- Training ✓
- Volunteering ✓

30
Caymanians
hired in FY23

16 Caymanian
interns and
co-op students
hired in FY23



People. **Our impact:**

Be Well, Work Well

Be Well, Work Well is centered around encouraging daily habits that support our six dimensions of well-being: Physical, Emotional, Mental, Spiritual, Financial, and Social, which have been shown to significantly impact performance, fulfillment, and engagement. Unlike traditional employee wellness programs that primarily target physical health, **Be Well, Work Well** embraces a holistic approach aimed at fostering a happier and healthier lifestyle.

Our Be Well, Work Well initiatives include:

- Sponsoring of the Calm app
- Year-round team sports, wellness activities and support
- Office closure at 4pm on Fridays
- #pwctakesabreak: Office closures in July and Dec/Jan
- flexWear - where you can dress for your day
- flexTime - flexible work schedule
- Extended maternity and paternity leave
- Capacity for extended voluntary leave without pay



People. **Our impact:**

#TeamPwC

Our people enjoy physical recreation in multiple areas:

- Cayman Islands Beach Volleyball League
- Tennis league
- Cayman Marathon/Half/Relay
- Gaelic mixed 9's league
- Basketball league
- Softball league
- Football league
- Touch rugby league
- Pickleball league
- Corporate Golf league
- Squash league
- Corporate Indoor Volleyball league
- Cricket



People. **Our impact:**

Diversity, Equity, and Inclusion (DEI) council

Our DEI team organises events and activities throughout the year to celebrate with our people and advance diversity, equity and inclusion at the firm.

Our DEI strategy guides our actions to make progress toward our aspirations and to do what's right for our people and our business. We've learned that individual programs alone won't enable the progress we seek. Successful recruiting, progression and growth for our diverse communities comes with the connection of continued, not episodic, experiences.

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



People. **Our impact:**

Inclusion and Diversity

- Shine is PwC's LGBT+ community and ally inclusion network. Shine celebrates the many ways our LGBT+ colleagues make our workplace culture stronger.
- We're a proud participant of Cayman Pride





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 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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