

*part
of it:*

*Creating value through
responsible business*



*PwC Slovakia:
Corporate Responsibility Report
for 2014 Financial Year*

PwC network performance in the area of CR

To coordinate our CR activities, we must be able to measure and report on the key performance indicators (KPIs) that are most relevant to the global CR strategy. This section contains information on how we measure performance and our progress on a global level.

Community engagement in numbers

In FY13, more than 47,000 PwC people around the world took part in community activities. The time dedicated to skilled volunteering and the free or heavily discounted professional services that we provided to community organisations amounted to over 566,000 hours. General volunteering hours were 155,000. The 21 largest firms in the PwC network also donated over US\$53 million in FY13.

Environmental stewardship - PwC network GHG footprint

At a network level, our focus is on measuring and managing our GHG emissions. In FY13, we collected GHG emissions data from 20 of the 21 largest firms using a consistent approach:

- Our total GHG emissions in FY13: 394,203 tonnes; direct emissions 6%, indirect emissions 38%, air travel 56%;
- Direct emissions: emissions from sources that are owned or controlled by the PwC network, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc;
- Indirect emissions: emissions from the generation of purchased electricity and heat consumed;
- Air travel: emissions from work-related air travel.

Diversity and inclusion

We constantly strive to increase the pace of change to maximise the diverse talents of our whole workforce. We conducted a detailed diagnosis in FY13, which comprised data analysis, interviews with our people, a review of human capital processes and training programmes. This work led to a refreshed view and to the definition of new priorities and milestones. We are focused on developing leadership accountability for diversity, an inclusive culture and awareness of issues that often get overlooked.

Progress is being made:

- 51% of global graduate hires this year were female;
- During FY13, 34% of participants in our global leadership development programme – Genesis Park – were women;
- 36% of our talent deployed on long-term international assignments were women (44% below manager grade);
- We marked International Women's Day 2013 with the theme 'Gender, generation, and leadership: supporting the millennial woman craft her career', launching a number of events and resources.

Responsible business

We're making responsibility part of our own core services, thinking about what it means across our businesses. Our global Code of Conduct provides a broad range of guidance about the standards of integrity and business conduct that are expected of all employees. We're creating new client services (e.g. Sustainability and Climate Change, research and innovation, etc.), new reporting standards (such as integrated corporate reporting, environmental profit and loss statements and total impact measurement and management). We have relevant supply chain policies in place and believe that PwC firms have an opportunity to leverage their purchasing power to influence social and environmental performance in our supply chain.

Message from the Country Managing Partner



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Sometimes I hear people saying that when you are a big, worldwide firm, it is much easier for such a firm to carry out a Corporate Responsibility strategy. I partially agree - but only to a certain degree. Yes, it is true, that worldwide operating firms have their strategies (not only for CR) formulated by global teams on a global basis.

Yet, the challenge is – how to translate a defined high-level strategy into a real day-to-day business life? The success of local implementation lies in the hands of each member firm of our network.

The core of our global CR Strategy is to respond to global challenges by doing the right thing and being a catalyst for change. These strategic intents are about using our skills, voice, and relationships to influence stakeholders and communities around us. It is crucial for us to play our part in responsible business issues that are central to our business.

PwC Slovakia adheres to all aspects of our global CR strategy and approach. How did we manage to execute these principles locally? You can find out by reading our annual CR report.

Our sixth consecutive CR report outlines the activities and achievements we have had during the past financial year. Many of these projects were run by our internal CR team - I'd like to thank all the members for making our CR strategy real. I am proud that our CR approach is focused on our people; we are raising future leaders with a real CR experience.

Todd Bradshaw
Country Managing Partner

Governance

Our Network structure

PwC is a global network of separate firms, owned and operating locally in 157 countries around the world. This structure provides PwC firms with the flexibility to operate as the most local and the most global of businesses at the same time. CR at PwC is similarly governed at global and local levels and it runs right to the top of local and Network leadership.

PwC in the CEE region

PwC is the only professional services firm to have a fully integrated network spanning CEE and former CIS countries and territories, including Slovakia. There are more than 50 people across the CEE region with responsibility for CR. These include members of our leadership and management teams.

PwC in Slovakia

In 1991, Coopers & Lybrand and Price Waterhouse, each with historical roots going back some 150 years, established offices in the Slovak Republic. The worldwide merger of these two organisations in 1998 created PricewaterhouseCoopers, which in 2010 was rebranded to PwC. In 2011, we celebrated 20 years of working with our clients and business partners in the Slovak market.

CR Governance in PwC Slovakia

CR activities in PwC Slovakia are coordinated by an internal CR team - a group of volunteers from our employees who have shown an interest in actively participating in our CR activities on the top of their job descriptions. In FY14, the CR team had 15 active members. All activities of the team are supported by Todd Bradshaw, Country Managing Partner of PwC Slovakia.

Facts and figures

- Over 20 years in the Slovak market
- Offices in Bratislava and Košice
- Almost 400 staff
- 8 partners



Our business

To a striking degree, all businesses today are based on people and ideas. Our success at PwC – the quality of the services we deliver – absolutely depends on the talents of our people and the value they bring to every assignment, every day. We are always looking to attract talent to enhance our business relationships, deepen our industry knowledge and refresh our world view.

However, our ability to work together to deliver complex solutions to complex problems is where we can add value to your business. Our people have deep experience over a broad spectrum of industries. We are able to bring together a unique blend of talents to suit your needs.

Audit and Assurance

Audit and Assurance Services
IFRS
Accounting Advice
Financial Services Regulation
Sarbanes-Oxley 404
Corporate Governance
Risk Assurance Services

Tax Services

Corporate Tax
Indirect Tax
Transfer Pricing
Global Compliance Services
Mergers & Acquisitions

Consulting

Performance Management
Operational Excellence
Risk Management
Restructuring
Forensic Services
Human Resource Services
Innovation and change

Deals - Transaction services

Mergers & Acquisitions
Due Diligence
Valuations
Project finance / PPP

Investing in Slovakia

Investment incentives
R&D Support
The European Union Funds

Law firm PwC Legal

Our team of lawyers has the skills and experience to provide legal advice on all aspects of company life.

The Academy

The Academy is a new concept in professional training and development in the Slovak market. We can help your business develop the future leaders that you need to succeed in today's marketplace.

German Business Group

The experts in our German Business Group support both multinationals and medium-sized enterprises in their initial investments, as well as in the optimisation and further development of existing investments in Slovakia and across CEE.

Business Solutions Delivery Centre

A global team specialised in delivering strategic and IT consulting for clients in the Financial Services sector – their projects run all around the globe.

Our CR strategy

‘part of it:’ Creating value through responsible business

At PwC we believe in being **‘part of it:’** part of the global conversation and movement towards responsible business practices that create positive change in the world.

Through our own CR agenda, we can be part of the solution to global challenges in two ways. We set out our strategic intent as:

Doing the right thing; which means playing our part in responsible business issues that are central to our business - from the quality of our services to our engagement with communities and our environmental footprint.

Being a catalyst for change; which is about using our skills, voice, and relationships to work with others and influence activities that make a difference, create change and have a lasting impact on the world around us.

The people of PwC are committed to playing a leading role in achieving a sustainable future: we take responsibility for our actions and promote responsible business practices; we support the growth and development of our people and communities, and seek to minimise our impact on the environment.

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The messages behind our ‘part of it:’ claim expresses PwC’s commitment to role model and actively influence responsible business practices that create positive change in the world.

Christiana Serugová
Partner



Achievements in FY14

60,834 EUR

the value of our assurance pro-bono and discounted services provided to NGOs

530 hours

spent on corporate and skilled volunteering by people from PwC

14,115 EUR

the amount of support to 9 projects via PwC's Endowment Fund

6 student CR projects

were supported via our grant programme "Yes, students can!"

1,200 EUR

the value of meal vouchers our people donated to various NGOs. This number is amazing and we exceeded the expectations of the NGOs

15,828 hours

the total amount of time our people spent on professional training

2,700 EUR

the value of our Christmas charity financial collections and presents for clients of the Betánia asylum centre

Responsible business

PwC recognises the important responsibility we bear as providers of assurance, tax and advisory services to the business community. As professional advisors, we promote responsible and transparent business practices and our ambition is to act as a role model in this area. We provide extra care to the marketplace by maintaining the highest ethical standards; following our Code of Conduct; acting fairly towards suppliers; delivering sustainable client service and sharing our thought leadership.

Code of Conduct – the way we do business

Acting professionally. Doing business with integrity. Upholding our clients' reputations as well as our own. Treating people and the environment with respect. Acting in a socially responsible manner. Working together and thinking about the way we work. Considering the ethical dimensions of our actions. This is the PwC Experience, expressed in our Code of conduct.

Persons who violate the Code of Conduct are subject to disciplinary action. Disciplinary action also applies to those who support or agree with the offense or were informed about it and did not take the necessary steps to rectify it.

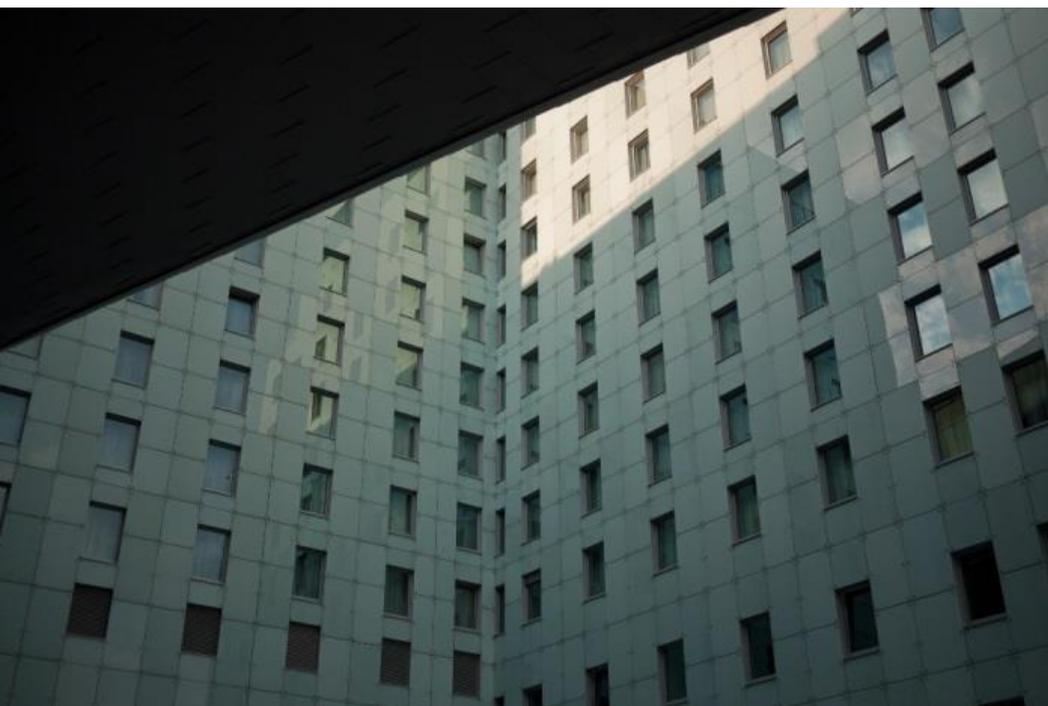
Ethics in first place

We compete vigorously, engaging only in practices that are legal and ethical. PwC Slovakia fully complies with all rules, policies and our network ethics programmes, including:

Anti-Money Laundering programmes guarantee we fully comply with all AML rules and requirements.

Business gifts policy commits our people not to accept or give any gifts which could take the form of bribery.

All PwC employees are obliged to report any unethical behaviour. They can either contact the **Ethics & Business Conduct leaders** in any country or use one of the anonymous tools our firm offers them: the internal **Ethics Helpline** or internal Ethics Box.



Women in business

The topic of women in business is of interest to us worldwide. There are many women working in PwC and we want to be role models in the area of the gender agenda.

We believe that in order for Slovak business to develop effectively, it is important that all have the same opportunities. This could be achieved via flexibility on both sides. On the women's side, to have the courage and confidence to face the glass ceiling that exists in society and on the side of companies, that they enable women to fulfil all their roles - social, professional, and familial.

PwC in co-operation with the daily newspaper *Hospodárske noviny* announced the annual **“TOP 10 business women in Slovakia”** awards. Our goal is to open the topic of the gender agenda and the glass ceiling in Slovakia and to start a conversation about it throughout the wider public. At the same time, we would like to praise business women who have great careers and highlight their success stories. We believe that this project is inspiring for many women trying to build their careers in Slovakia.



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Slovak women are great managers. Personally, I think that women have to work harder - especially if they want to advance their career and at the same time have a family and take on the challenging role of mother. Statistics about the number of women in top management roles confirm this. This relates to the different conditions of men and women for career progression, given the characteristics of their gender. Although I don't like to generalise, men tend to be more assertive and tend to have greater career ambitions.

Women, despite their excellent intellectual ability in many cases, either do not have ambition, or if they do, the conditions for their career growth are not created, so they naturally elect family as a priority.

And there is room for companies to create such conditions that facilitate the integration of mothers into the workforce. Our company, for example, allows women to take up part-time work after maternity leave and creates such conditions that they are able to combine work and family. This situation is very effective and welcome. Firms should help create an environment where women do not feel they are forced to face the dilemma of work or family.

Alica Pavúková
Partner, jury member

Transparent way of doing business

Client selection process

We seek to serve only those clients who we are competent to serve, who value our service and who meet appropriate standards of legitimacy and integrity. We make sure we work for those companies whose activities are legal and do not violate our principles.

Strict **compliance procedures** are in place to ensure that current or new engagements do not impose any reputational risks, as we do not wish to associate ourselves with such companies.

Client Feedback Programme

In order to understand better how well clients' needs and expectations were met in the past, and to identify areas for improvement, we regularly seek feedback regarding the quality of the services we deliver.

We carry out a **Client Feedback Programme** for major assignments in Slovakia annually. In June 2014, we approached our key clients to find out their satisfaction with how we performed our work, the level of our client approach, and the quality of communication and co-operation with our professionals.

Honest and straightforward client feedback is essential for us to ensure the further development of our people and build on our relationships with clients.



Independence policy

We treasure our independence of mind. We protect our clients' and other stakeholders' trust by adhering to our regulatory and professional standards, which are designed to enable us to achieve the objectivity necessary in our work. In doing so, we strive to ensure our independence is not compromised or perceived to be compromised. We address circumstances that impair, or could appear to impair, our objectivity.

Transparency report

In accordance with the Act on Auditors, article 40 of the Directive 2006/43/EC about audit, we issue a Transparency report on an annual basis.

In the report, we define our approach to governance, internal quality control systems, quality control standards, ethical requirements, engagement performance, independence practices and more.

Promoting responsible leadership



Provision of Thought Leadership

One of our greatest assets is the knowledge of our professionals. We contribute to the increased competence and expertise of the business community as a whole by sharing this knowledge with the marketplace.

Pocket Tax Book, Slovakia

A thought leadership initiative that provides on a year-by-year basis a concise summary of Slovak tax rules.

Seminars and conferences

We organise business seminars on topics ranging from IFRS, tax, economic fraud to HR management and more.

Newsletters

- Tax & Legal Alert
- IFRS News
- Investment and State Aid

Surveys

PwC engages in a regular dialogue with the marketplace. Our surveys open topics that are of interest for business leaders, media and the wider public:

- Economic Crime Survey in Slovakia
- Slovak Automotive Suppliers Survey
- Slovak Family Business Survey
- Banking Banana Skins (risks in banking)
- HR Pulse (trends in HR management)
- Slovak CEO survey

Slovak CEO Survey

PwC, in co-operation with Forbes magazine, reaches out to CEOs to find out their view of prospects for the business environment in Slovakia. Top representatives of companies operating in the Slovak market participate to share with us their experience and opinions on doing business in Slovakia. Every year, the findings are the centre of interest for business leaders and the media. Our ambition for the CEO survey is to make it 'a voice of businessmen in Slovakia'.

In 2014, over 120 top representatives of firms operating in Slovakia shared their opinions with us. The key message sent out by our CEO Survey this year is "Harnessing technology to create value in totally new ways". Organisations realise that digital advance is unstoppable and that it relates to all players in all markets. Therefore, it is essential to keep pace with it.

Memberships

As a member of various professional organisations, we share our knowledge and expertise to widen our impact on the market and promote best practises:

- Engage group - corporate volunteering and community involvement
- Chambers of commerce
- Professional associations:
 - Automotive Industry Association
 - Slovak Association for HRM and Development
 - PPP Association
 - ACCA
 - SKAU, SKDP, CISA, SSA, AICPA, SKCU, and more

People and Workplace Culture



From a CR perspective, building a supportive, diverse and engaging workplace is simply the right thing to do. But it's also essential if a business wishes to nurture a high-performance corporate culture.

Equipping our people with the skills to do their jobs effectively and investing in training and development is also a key area of our focus, along with well-being.

Our ambition is to raise future leaders with a real interest in all aspects of CR. The way we treat and take care of our people is an essential part of how to fulfil this ambition.

Learning & Development

PwC's world-wide policy is to ensure that all staff are appropriately qualified for the work they perform. Training needs and professional development of an employee are identified and agreed upon during the appraisal process.

PwC provides technical training to our employees in various areas:

- Advisory University programme
- Tax Academy
- ACCA courses
- IFRS training
- US GAAP & US GAAS
- Management skills
- Audit methodology
- Risk Management
- Leading Teams
- STEP - Soft skills training programme
- Preparatory course for a SKAU and UDVA exams

In FY14, the total amount of **time spent on training was 15,828 hours.**

Coaching & Feedback

Creating a **coaching culture** for PwC means that each of us needs to develop the habit of coaching people day in and day out, both on the job as well as on a personal level. Mutual, shared accountability is the key to the success of this culture as each of us works to seek and receive frequent, meaningful feedback and actively engage in this new approach.

We have a standardised **Performance Coaching & Development Programme** in place. Every employee has their coach, receives constructive feedback in written form from people with whom they collaborate, and discusses their development plans with their coach.

All employees are also encouraged to participate actively in the **anonymous Upward Feedback programme** which is meant to help identify the needs of their superiors in a developmental capacity.

Talent Programme

At PwC, we identify our key talent and help them to achieve their full potential.

We focus on expanding creativity, problem-solving skills and an aptitude for working across cultures through real work and real life experiences, supported by real-time coaching.

Fostering career opportunities

Global Mobility

PwC's Global Mobility Programme not only boosts the delivery of increasingly high-quality services to clients, but also develops the skills and international perspective of our people.

In FY14, 14 colleagues from PwC Slovakia were working for PwC in other countries such as the UK, Australia, USA, Switzerland, Germany, Luxemburg and New Zealand; and vice versa, there were 15 colleagues from other PwC firms in USA, Germany, Russia, Macedonia, Albania, Korea, Philippines and the Czech Republic working with us in Slovakia.

Our people's opinion counts

Our **Global People Survey** is an opportunity for every single PwC employee in the world to speak up, state their opinion and contribute ideas which help determine the actions that PwC's leadership takes. It is an effective tool by which we measure our progress, set our priorities and focus our efforts on the things that matter most to our people.

Every year, the results of this employee survey are carefully evaluated, communicated and taken into account when deciding PwC's future directions.

Supporting flexibility

PwC has a number of **flexible working arrangements** such as flexible working hours, the possibility to work from home, unpaid leave, sabbaticals, or part-time work arrangements available, as well as for mothers returning from maternity leave. We provide all these arrangements to foster the work/life balance of our people.

PwC Life is the benefit programme of PwC in Slovakia. Employees can choose from a range of benefits according to their own preferences.

Educating the Next Generation

That education matters so much to us should not come as a surprise. PwC is, at its core, an education-based enterprise. Every year, PwC people participate in a variety of internal learning programmes and are also involved in educational programmes at universities.

In FY 14, we cooperated with 3 universities in Slovakia. 12 PwC professionals delivered 10 lectures (17.5 hours) on IFRS, taxation and accounting and forensic audit.

Buddies for new joiners

To make the start in the new environment easier, we have a special programme for all new joiners in place. Upon his or her arrival, each new employee is assigned a buddy who familiarises them with life here at PwC.



Endorsing a healthy, sporty lifestyle

It is common knowledge that in order to perform well in our professional life, there must be a balance between physical and psychological activities. We at PwC are aware of this and, therefore, support our employees in sports they enjoy by providing opportunities to join training sessions, matches or tournaments. It's about fun, networking and staying fit.

Squash

Every year, the International PwC Squash Tournament takes place. We in Slovakia have a local squash team. In May 2014, the grand finale was held in Vienna, Austria.

Running

PwC supports our employees in taking part in several running events, e.g. the traditional "Run Devín – Bratislava". The firm pays registration fees and equips our colleagues with branded running t-shirts.

Cycle Tour

In summer, we have organised a cycle tour in Austria along the Danube for our employees.

Football

We also have a PwC CEE Football tournament and Slovakia is a consistent participant.

Other sports

PwC Slovakia also provides its employees with opportunities to go swimming, play badminton, or even go for a sailing trip. In fact our firm is open to organising any sport activity if employees show an interest.



Diversity & inclusion

Creating value for clients and communities depends on building and maintaining strong relationships between people with a mix of talents, experiences and backgrounds, so we're especially focused on building a diverse and inclusive business. To succeed in our network-wide goal to be number one for talent, we must attract, develop and retain high-potential people who work with each other effectively.

Our Global Diversity & Inclusion Council is integral to our people and business goals, and is driven by our Global Chairman and a council of senior partners from around the world.

We're encouraging open minds. At PwC we start from the simple premise that talent has no age, race or gender and is not ruled out by disability.

We believe that different is better. To foster a broader conversation on gender diversity and diversity as such, we are launching a number of resources for everyone, regardless of gender or culture. We support individuality.

We're creating career opportunities. Our Global Mobility Programme not only boosts the delivery of increasingly high-quality services to clients, but also develops the cultural skills and international perspective of people across the PwC network.

We're creating leaders. Our Genesis Park is a global accelerated leadership development programme that turns top talent Senior Managers/Directors into future global leaders. It focuses on expanding creativity, problem-solving skills and an aptitude for working across cultures through real work and real life experiences, supported by real-time coaching.

We're creating better workplaces for our people, starting with an ethical framework that helps us maintain trust across our network, supporting a culture that upholds integrity, objectivity, professional ethics and competence.

We're working with our people to build and promote ***diversity of thought***, which goes beyond visible differences such as gender, race, and age. We're signatories to the United Nations Global Compact (UNGC) principles on human rights, labour, environment, and anti-corruption.

It's important to us that we're a responsible business that treats people fairly - people are our greatest asset.

We create value for our people and our clients by promoting diversity, fostering a culture of inclusion, and supporting a healthy work-life balance.

Environmental Stewardship

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Even though environmental problems are at a global level, every individual can help to minimise the effect of our activities on the environment and every simple action counts.

Zuzana Šátková
Manager



Many PwC firms around the world are working to develop more environmentally-efficient business practices for their own operations – so are we. However, our greatest potential for influence is to impact the environment positively through our work with clients.

Collaborating for better solutions

With a global network of 700 people in our **Sustainability and Climate Change practice**, PwC is a leading advisor on sustainability, climate change and green growth.

We're working with the UN to develop new ways of calculating the economic value of the world's ecosystems and integrating these principles into business decision-making.

PwC has provided advice and report services to the **Carbon Disclosure Project**, to help them deliver their aims to provide investors with a unique global view on how the world's largest companies are responding to climate change.

PwC is a **signatory to the UNGC CEO Water Mandate**, a public-private initiative that aims to assist companies in the development, implementation, and disclosure of sustainability policies and practices around water.

Managing our environmental footprint

We manage our environmental footprint by understanding and then mitigating our greatest impacts. We have integrated our environmental strategy with our everyday operations and engage our people in environmental issues. In this respect, we have the following in place:

- Measuring our GHG emissions
- Monitoring paper consumption, duplex printing set up, using brown recycled paper
- Waste management and recycling
- Reducing plastic waste production by using water jugs instead of bottles
- Reducing business travel emissions by organising video conference calls
- Raising awareness by running internal environmental campaigns

Measuring our GHG emissions

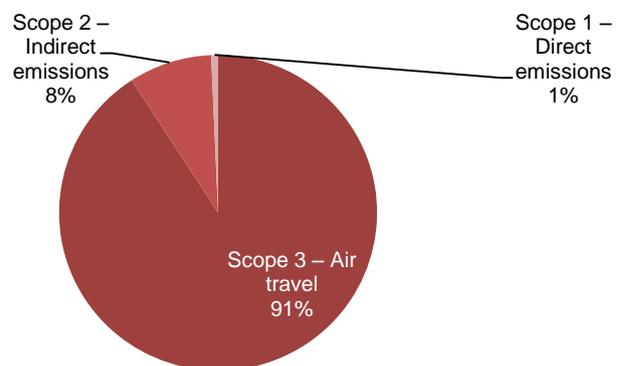
At a network level, our focus is on measuring and managing our GHG emissions. We in PwC Slovakia have been measuring our GHG emissions for several years – you can find the data collected for FY14 in the table below.

Raising awareness

To emphasize the importance of separating waste, we created '**Did you know**' stickers with instructions on how to separate plastic and paper correctly and placed them next to separate containers around the office.

Furthermore, we have placed educative posters '**31 energy-saving tips**' with useful tips on how anyone can save about 20 € per month on electricity, heating and hot water bills and at the same time decrease their effect on climate change or nuclear plant operations.

PwC Slovakia GHG footprint (in tons)	FY14
Scope 1 – Direct emissions	6 359
Scope 2 – Indirect emissions	76 983
Scope 3 – Air travel	828 599
Total (gross)	911 941



Footnotes:

Scope 1 – Direct emissions: emissions from sources that are owned or controlled by PwC, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.

Scope 2 – Indirect emissions: emissions from the generation of purchased electricity and heat consumed.

Scope 3 – Air travel: emissions from work-related air travel.

Community Engagement

All the activities that PwC undertakes as a business and as individuals have an impact on the communities in which we operate. Our responsibility is to ensure that our activities support a strong and thriving community. We engage our employees in community projects and encourage them to think of those in need by providing them with various opportunities to help others through PwC.

We support our community by:

- Providing *pro bono* and/or discounted professional services
- PwC Endowment Fund and 'Helping Hand' grant programme
- Students grant programme 'Yes, students can!'
- Directly involving employees in volunteering
- Holding charity collections and donations

Our community partners include:

- Engage Group – platform for corporate volunteering and community involvement
- The Pontis Foundation
- The Betánia Asylum Centre
- Homeless shelter DePaul
- and others.

You can find out more about our community projects on the following pages of this CR report.



Betánia at the Children's Day Celebration at the horse-riding centre.

Pro bono and discounted professional services

Providing professional services refers to supporting community organisations and the non-profit making sector by sharing our expertise with them in business matters. Our engagement with community organisations is conducted in the same way in which we would conduct a normal client engagement. However, our professional services are provided at a discounted rate.

In FY14, we provided an audit pro bono or at a discounted rate to 7 NGOs – including organisations we consistently support in this way in the long-term:

- Children of Slovakia Foundation
- The Pontis Foundation
- Good Angel (Dobrý anjel)
- Academia Istropolitana

Our professionals, ranging from Partners through to Directors, Senior Managers, Senior Associates and Associates to office staff, spent **974 hours** on these projects. The value of our pro-bono services is calculated at **EUR 60,834**.

In FY14, we provided an audit pro bono or at a discounted rate to 7 different NGOs. Our professionals spent 974 hours on these projects. The value of our pro-bono services is calculated at EUR 60,834.

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Sharing our knowledge with the community is one of the most effective ways that PwC can help.

Peter Mrnka
Director



PwC Endowment Fund and the 'Helping Hand' Grant Programme

Our Endowment Fund is one of the ways we support beneficial activities by endorsing the projects of NGOs or municipalities. Within the framework of the Fund runs the Employee Grant Programme, 'Helping hand' that provides grants on an annual basis.

How does it work?

Financial means accumulated in the Fund are designated for the 'Helping Hand' Employee Grant Programme, from which we distribute the money to projects nominated by our employees. For us, an employee nomination is the guarantee that the money will be used in a transparent way – also that is why we keep in mind that nominations must result from a genuine relationship, and are not just an ad-hoc connection for the purpose of receiving a grant.

A Committee made up of PwC representatives and the advisory voice of the Pontis Foundation (the Fund's Administrator) considers individual projects and shortlists those for final voting by all PwC staff. Therefore, it is our people who make the decision about which charitable, useful, and innovative projects PwC is going to support.

In FY14, we supported:

- Civic association Barlička: Support for young people with severe disability
- Púpava: Support for children in orphanages
- Expression: Support of projects for youth - developing their talent and meaningful leisure time
- Civic association "For our school": Renovation of premises
- Indícia: Training of Teachers of Mathematics
- Floorball club Mikuláš Prešov: Support of season 2013/2014
- Alternative theatre elledanse: Repeats of dance performance 'Withhold Breath'
- Theatre group Trnava: Theater production 'Opulent Pig'
- Creation of a web portal for seniors

19

projects met the criteria and applied

9

projects were shortlisted by the Committee

159

PwC staff voted for their 3 top projects

14,115 EUR

the amount of support given to short-listed projects via PwC's Endowment Fund



Student grant programme "Yes, students can!"

PwC Slovakia announced the launch of the second year of the grant programme for students of colleges and universities in Slovakia named "Yes, students can!" Out of all the projects that applied, the Committee selected 5 that then received a grant to the value of EUR 800 each, and 1 project which received EUR 500.

More information about the project is available at www.pwc.com/sk/yes-students-can.

In FY14, we supported:

Štúdio_Burkovňa, renovation of premises of a students' theatre in the University of Fine Arts in Bratislava

Club Garage: enlargement of premises of youth Club Garage in Dolný Kubín

Central round of the ***European BEST Engineering Competition*** for students of technical schools

Festival Atmosphere: Organisation of the third year of the not-for-profit ***festival Atmosphere in Hontianske Nemce***

Slovak gathering of fujara players: Meeting of players from all over Slovakia, presentation of traditional music

Reconstruction of the military cemetery, Svetlice

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This year, compared to the previous - the very first year - twice as many projects applied. We believe that this increase suggests that our grant programme has gradually found its place among people with an interest in socially beneficial projects, so really for those for whom it was intended. The quality of applications was higher than last year – and our decision was more difficult. If I could recommend one thing to applicants, it would be to focus more on the clarity of applications, for example, the quality of wording and value of the information in each sentence.”

Zuzana Sehnalová
Marketing & Communications Leader



Skilled volunteering

All PwC firms are involved in their local communities through a vast range of projects. This is a core part of our PwC culture, and we regularly contribute our time, skills and resources.

While our goal is to make a difference in the communities where we work by sharing our time and knowledge, PwC people also benefit from new skills, enhanced personal fulfilment and deeper local relationships.

Support at Via Bona awards

PwC was an independent supervisor of the recent Via Bona awards announced by the Pontis Foundation.

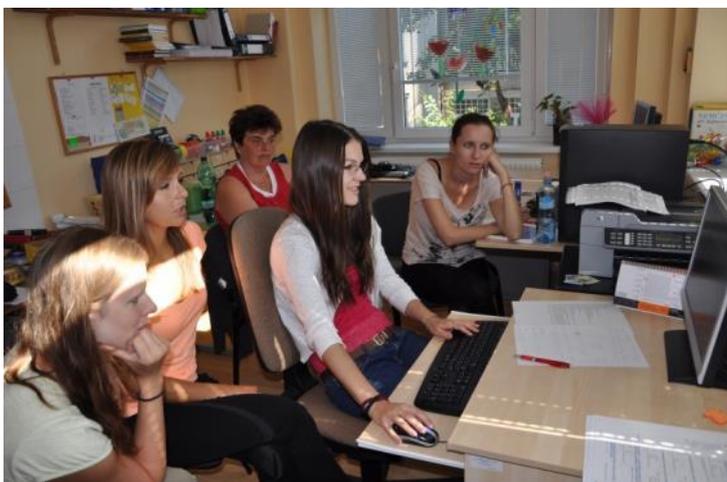
Our colleagues were overseeing the evaluation process of applied projects to ensure it was transparent.

Training for NGOs

It is already a tradition in PwC to help non-profit organisations during the summer via our skilled volunteering programme.

Usually we provide training on MS Word, Excel, PowerPoint, or the basics of accounting, we translate documents, teach English language lessons and educate on how to create professional CVs and handle job interviews.

Last summer, **15 colleagues** visited **8 NGOs** and delivered **64 hours** of training via our skilled volunteering programme.



Corporate volunteering



PwC employees are encouraged to give practical, hands-on support to communities and community organisations by taking part in various volunteering activities.

Each and everyone from PwC, from recent joiners to partners, is provided with an opportunity to spend one work day each financial year involved in hands-on, individual or team-based volunteering. We also organise several volunteering opportunities for our employees.

It is completely up to an employee how they get involved based on their personal interests; whether they decide to organise a volunteering project on their own or decide to join a community project organised by PwC.

PwC at the corporate volunteering event Naše mesto (Our city)

Every year since its establishment in 2006, we have encouraged our people to participate in the corporate volunteering event Naše mesto, organised by the Pontis Foundation. In these events, volunteers from businesses trade in their business suits for colourful t-shirts, and help community organisations. The idea is to promote volunteerism and team spirit in private businesses.

In FY14, **66 people** from PwC dedicated **264 hours** to the **Naša Bratislava** and **Naše Košice** corporate volunteering event in June 2014, and helped community organisations by cleaning parks, painting fences and banks, and repairing playgrounds for children. We all had a good time and also we felt good about helping the community in which we live.

The special CEO activity was attended this year by Todd Bradshaw, our Country Managing Partner and Jens Hörning, Partner at Assurance.

Support for the Betánia Asylum Centre in Malacky

The Asylum Centre Betánia in Malacky is a shelter for abused mothers and their children. Mothers can stay there for one year, and up to three years in extraordinary cases. There are seven single rooms - a mother shares one room with all her children. On average, there are seven mothers and about 18 children living in Betánia trying to start their lives anew. In addition to providing a temporary living place, Betánia provides its clients with social, legal and psychological assistance. Once a mother is able to stand on her own two feet, find long-term accommodation, a stable job, and take care of her children, she leaves Betánia.

There are only two asylum centres for mothers with children in Slovakia. In other cases, children are taken away from their mothers and sent to orphanages, and mothers live in shelters. We are proud and happy to cooperate with and support one of the centres that keep the family together. Our relationship with Betánia is not a one-off; indeed we stay in touch on a regular basis so that the impact of our support is consistent and meaningful.

Mikuláš Party

It has been a tradition in our office for years to hold a Mikuláš party for the children of PwC employees.

Four years ago, we invited mothers and children of Betánia to join us at this party for the first time. This was a unique experience for our colleagues as well as for clients of Betánia. Everybody enjoyed the event and so since then we invite the mothers and children from Betánia to join our Mikuláš party in December every year.



Children's Day Celebration

Thanks to the kind contributions from our colleagues at the Yummy Breakfast Fundraiser, we organised a lovely afternoon for children from the Asylum Centre Betánia on Saturday 31 May to which we invited our colleagues and their children as well.

The event took place in the horse-riding centre in Zálesie, close to Bratislava, where we had prepared an interesting programme for all children: horse riding, games and activities, goulash and more. No doubt they were all excited about the programme and we all spent a memorable afternoon together.

In FY14, we also supported Betánia with a Christmas project - you will find out more about this one in the respective parts of this report.



In-kind donations and collections

Support for homeless shelter Depaul

Depaul Slovensko is a non-profit organisation which aims to address the needs of homeless people sleeping rough in Bratislava. It provides a low threshold night shelter, offers day centre facilities for the elderly and sick, and also runs a residential shelter for the long term sick and vulnerable.

In FY14, PwC as a firm supported Depaul through our Endowment Fund by **EUR 2,820** and our people donated **meal vouchers to the value of EUR 447**. Additionally, we organised a special interactive project at a job fair for students and through this initiative we supported Depaul by an additional **EUR 650** and at the same introduced Depaul to the wider public (picture from the job fair below).



Autumn and spring and charity collection

It is a tradition that PwC participates in collections organised by the Pontis Foundation and the Engage Group, of which PwC is a member. There were two charity collections in FY14 - one in the autumn and one in the spring.

We collect clothes, toys, books, kitchen supplies, meal vouchers and other useful and much needed material items for various NGOs.

Our people donated **meal vouchers to the value of EUR 756** - this is really amazing and we even exceeded the expectations of the NGOs.

Donation of notebooks

In April, we donated 55 notebooks to 7 different NGOs who will 'give them a second life' and will continue using them. The notebooks were in good condition, we equipped them all with new chargers and so we were searching for someone who would appreciate them as a gift.

Support of our colleague

One of our Assurance colleagues needed help urgently. While she was on maternity leave, her husband had been diagnosed with a serious disease. Therefore, the young family needed financial support to be able to cover the intensive therapy the father of the family required.

We, 134 staff and partners, put together **EUR 6,598**, which we sent to our colleague wishing all the best, lots of strength and a speedy recovery.

Fundraisers

Yummy Breakfast Fundraisers

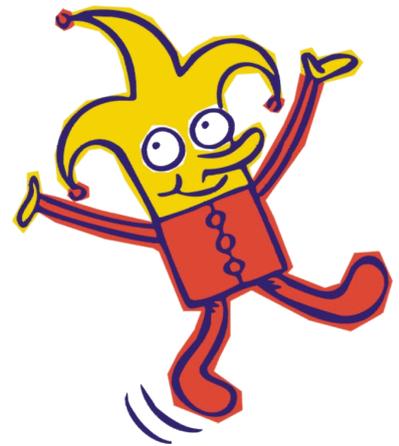
“Give your tummy a yummy homemade snack and support children living in the asylum centre!” This was the motto for our fundraising events where colleagues baked cakes and snacks that were sold to other colleagues for a voluntary contribution. We believe that everyone enjoyed the goodies as well the charitable undertones - the proof is that via 2 fundraisers in FY14, we managed to collect **EUR 580**.

The proceeds were used for children from the Betánia Asylum Centre in Malacky.

An hour for children

‘An hour for children’ (Hodina deťom) is a popular charity project with a long tradition in Slovakia. The project is run by the Children of Slovakia Foundation. The principle is very simple - individuals, organisations, and businesses across Slovakia are challenged to donate their hourly wage to the project. The financial resources collected are used for a grant programme, which provides grants to NGOs working with children or youth in various areas. The system is effective and transparent, and the allocation of resources is communicated to the public.

This was the thirteenth year that PwC participated. **We collected EUR 880 from our colleagues! The Firm matched this amount, so that we contributed a total of EUR 1,760.** During the thirteen-year period, PwC and its employees have contributed more than EUR 37,500.



Christmas charity donations and presents for the clients of Betánia

Christmas is the time of year when people think about others and show they care. The PwC CR team prepared five different Christmas charity options for all colleagues. It was up to each person in which one (if any) they participated.

Presents from 'Ježiško' for clients of Betánia

Since 2007, Letters to Ježiško has been a tradition in PwC Slovakia. Every December, we ask all clients living in Betánia to write a personal letter about themselves. Based on the letters, our colleagues make up special personal Christmas presents that we personally delivered to the centre.

When we go to Betánia to deliver the presents, it is a wonderful experience. The children are happy with the surprises - as they always are. The mothers enjoy the cosmetics they are given, and the men are delighted that they are given any present at all – this is something they are really not used to...

Christmas financial collections for NGOs

This year, we gave our employees 3 options for Christmas financial contributions.

Recommended by our colleague Júlia Puchalíková, we collected money for the **Association Sclerosis Multiplex Nádej (Hope) from Bratislava**. The proceeds were used to purchase materials for sheltered workshops. Thanks to our colleagues, we supported people suffering from this disease by **EUR 665**.

Recommended by our colleague Monika Babicová, we organised a collection for the **Asylum centre Tamara from Trnava**. The purpose was to collect money for replacing some of electronic appliances and furniture in lounge. We collected **EUR 615** for the centre!

Recommended by our colleague Lucia Súkopová, we collected funds for the **crisis centre Ocel'ová nádej from Košice**. The purpose of the collection was to gain financial means to buy a TV for children in the centre. We collected **EUR 580**.

Moreover, we have organised a similar Christmas project as the one for Betánia for the clients of Ocel'ová nádej also. Our colleagues presented the clients of the NGO with table games – which is what they wished for.

Our people gave Christmas presents to all 40 clients of the asylum centre and donated EUR 1,860 to three NGOs.

These letters speak for us...

Dakujem veľmi pekne, bol som neskutočne prekrapený, nečakal som to, veľmi si vážim čo ste pre mňa urobili: gastrolistky v hodnote 206,20€. Ešte raz vám všetkým pekne dakujem.

Marcel.

Križové stredisko bráňa do žirafa
podakujeme za gastrolistky



K R I Ž O V A T K Y n.o.
Azylové centrum Betánia

Dudovíta Fulbí 16, 901 01 Malacký Telefón: 034 7722457
E-mail: centrumbetania@gmail.com 0917778979

Registrácia: KU Trnava - VVS/2006/04534, pod číslom VVS/NO-81/2006
IČO: 37986767 Bank-spojenie: SLSP Skalica
DIČ: 2022293504 Názov účtu: Križovatky, n.o.
Číslo účtu: 0252858476/0900

Dobrý deň,

posielame fotky z Mikuláša a Vianoc 2012. Taktiež sú v obálke priložené aj výtvary od našich detí, ktorými by sa chceli členom CR Teamu poďakovať, za všetko čo pre nich robia. Snáď sa ujde pre každého a obrázky sa budú páčiť.

Majte sa

S pozdravom

Lenka Hornáčková



V Malackách 14.2.2013

Všetky děti sveta

- Tvoje sedmikrásky,

ktorými si osial modrú planétu -

ďakujú Ti, Pane, za dar ľudskej lásky.

I dar lásky Božej - ten dar, že sme tu.

M. Ráfus



Podakovanie

Ďakujeme zamestnancom firmy PWC za finančnú podporu, čím umožnili členom nášho združenia realizovať projekt „Spájame sa so svetom“ a vďaka ich otvorenému srdcu sme si mohli dovoliť zakúpiť didaktické a terapeutické pomôcky na činnosť a využitie voľnočasových aktivít našich detí.

Združenie na pomoc ľuďom s mentálnym postihnutím v Gelnici





Milí zamestnanci PWC,

v mene OZ Púpava a detí z detského domova v Kolárove Vám srdečne ďakujem za podporu nášho projektu. Vďaka finančným prostriedkom 1,500 Eur darovaným prostredníctvom zamestnaneckého grantového programu PWC a nadácie Pontis sme mohli 23 detí (5-14 rokov) zobrať na zážitkový víkendový pobyt v prírode a navštíviť deti v detskom domove v Kolárove.



Všetky deti sú umiestnené v detskom domove Kolárovo, ktorý je so 70 deťmi jedným z najväčších detských domovov na Slovensku, bohužiaľ doteraz netransformovaný na domov rodinného typu.

Naším cieľom je dlhodobou prácou s rovnakou skupinou detí a rozvíjať ich životné zručnosti pomocou zážitkových aktivít. Ďakujeme, že ste nám umožnili zobrať deti mimo ich každodenné prostredie a naučiť ich opäť niečo nové.

S pozdravom,
Alena Nemcová

Púpava, občianske združenie
Švabinského 22, 851 01 Bratislava
IČO: 42 265 932
DIČ: 2023 650 695

web: www.pupava.sk
telefon: 0904 818 401
e-mail: pupava@pupava.sk
číslo účtu: 2925886113/1100

Milí priatelia,

my, klienti Podporovaného bývania pri DSS Integra Vám srdečne ďakujeme za vianočné darčeky, ktorými ste nás skutočne prekvapili a potešili.

Snažíme sa o to, aby sme sa vrátili do spoločnosti, do práce a svojich rodín. Preto nás veľmi dojalo, že sú aj ľudia, ktorí nás nepoznajú a napriek tomu im nie je ľahostajný život ľudí, ktorí sú odkázaní, ako my, na pomoc spoločnosti.

Ešte raz srdečne ďakujeme. Nádherné ste uviedli do života krédo: „Podaj mi ruku, pomôžem ti kráčať...“.

Do nového roka veľa zdravia, šťastia, spokojnosti osobných a pracovných úspechov želajú

*Majka & Alenka
Salo
Sylvia*



**Evanjelická spojená škola internátna
Červenica 114, 082 07 Tuhrina**

☎/fax: 051/779 02 15

e-mail: essi.cervenica@gmail.com

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TricewaterhouseCoopers
Slovensko, s.r.o.
Námestie 1. mája 18
815 32 Bratislava

Váš list číslo/zo dňa: Naše číslo: 2/2013 Vybavuje: Gregová Červenica: 14. január 2013

Vec: Poďakovanie za finančný dar

Touto cestou chceme vyjadriť srdečné poďakovanie všetkým ochotným darcom, ktorí finančným darom prispeli pre potreby hluchoslepych žiakov našej školy v zbierke vyhlásenej Vašou organizáciou. Finančný dar vo výške 1310,00 € bol pripísaný na náš účet 21.12.2012. Finančné prostriedky budú podľa zmluvy použité na dokončenie investície do nového druhu terapie – Snoezelen terapie.

V mene kolektívu žiakov a pracovníkov Evanjelickej spojenej školy internátnaj Vám vyjadrujeme srdečné poďakovanie za Vašu štedrosť a prajeme všetko len to najlepšie v novom roku 2013.

Evanjelická spoj. škola internátna
Červenica 114
Tuhrina 082 07

PaedDr./Miloš Kollár, PhD.
riaditeľ školy

Slovenský evanjelický zväz, ZO č. 57 Bredličky: telesné postihnutých detí a mládeže, Narcisová 20, 040 11 Kolláre 11

TricewaterhouseCoopers Slovensko, s. r. o.
Námestie 1. Mája 18
815 32 Bratislava

V Kollároch 23, 1. 2013

Vec: POĎAKOVANIE

Dovoľte, aby sme sa Vám v mene organizácie SZTP, ZO č. 57, telesné postihnutých detí a mládeže srdečne poďakovali za poskytnutie finančnej pomoci, ktorú ste nám poskytli v čase pre nás tak veľmi slobodnou a ťažkou.

Podaná pomocná ruka vo finančnej forme z Vašej strany bola pre nás pomocou tak neznesiteľnou, ktorú si niktohto via prehlásil.

Vážime si Vašu ako ľudí a veľkým srdcom, ktorí berú zdravotne handicapovaných mladých ľudí ako súčasť našej organizácie, chcu ich rúzkosti, sny a skrytú túžbu, ktorú nie každý človek pochopi a podporí.

Vyjadrujeme Vám preto veľkú ĎAKUJEME!!!

S pozdravom

Mária Čopčová
Predseda SZTP, ZO č. 57, SZTP a M

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