

*part
of it:*

*Creating value
through
responsible
business*

*Corporate
Responsibility
Report
for 2015 Financial Year*



PwC Slovakia

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 and investment in numbers

In FY15, 58,000 PwC people around the world took part in community activities; an increase of 9% in comparison with FY14. The time dedicated to skilled volunteering and the free or heavily discounted professional services that we provided to community organisations were 537,000 hours. General volunteering hours reached 166,000.

In FY15 PwC firms around the world invested US\$145 million in community engagement activities ranging from pro bono services to skilled volunteering and financial contributions. In addition to this, our people donated over US\$42 million through our firms' payroll giving facilities.

Environmental stewardship - PwC network GHG footprint

At the network level, our focus is on measuring and managing our greenhouse gas (GHG) emissions. In FY15, our total gross GHG emissions were 619,521 tonnes of which 7% were direct emissions, 29% indirect emissions, and 64% air travel.

Diversity and inclusion

We constantly strive to increase the pace of change to maximise the diverse talents of our whole workforce. The following examples illustrate the progress we are making:

- Diversity leaders appointed in all of our firms;
- Globally, 18% of our partners are female in FY 2015, up from 13% in 2006;
- 26% of our internal partner admissions were female this year, an increase of 1% from last year;
- 20% of our Network Executive Team is female, up from zero in 2013;
- 50% of global graduate hires this year were women.

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.) and 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.

Investing in society wisely

This year we have made it our mission to focus on measuring and increasing the impacts of our programmes rather than just increasing the money or time we contribute. This will improve our ability to invest wisely in order to have the greatest impact on society. This focus is typified by the fact that ***all of our 21 largest firms have either piloted or implemented impact measurement of their community activities in FY15.***

Message from the Country Managing Partner

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 seventh 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



“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.”

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 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 FY15, the CR team had 10 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.

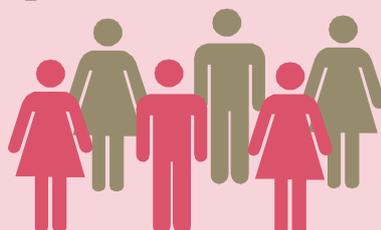


2 offices in Bratislava and Košice.

More than **400**
professionals.



9 partners



PwC Slovakia has been listed as
**the largest audit
firm** on the Slovak market based
on revenues in 2013 and 2014 by the
economic weekly, TREND.



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 Advisory
Financial Services Regulation
Sarbanes-Oxley 404
Risk Assurance Services
Internal Audit

Tax Services

Tax Consulting and Planning
Mergers & Acquisitions
Transfer Pricing
International Taxation
Indirect Tax
Compliance Services
Financial Reporting Services

Consulting

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

Deals – Transaction services

Mergers & Acquisitions Advisory
Due Diligence
Valuations
Project finance / PPP

Investing in Slovakia

Investment Incentives
R&D Support
The European Union Funds

The Academy

The Academy is an educational institute founded by PwC Slovakia. It offers training to obtain internationally recognised certifications and qualifications of leading professional bodies and organises professional courses on various topics.

Law firm PwC Legal

The Slovak branch of PwC Legal is a member of an international network of PwC firms. Our team brings the offer of full-scale legal services and innovative tailor-made solutions.

German Business Group

Our German Business Group consists of German and Slovak specialists in audit, accounting, tax, law and other areas. All group members speak fluent German.

Regional Solutions Delivery Centre

PwC's regional Solutions Delivery Centre is a CEE regional firm focused on Financial Services and Insurance. The scope of our services covers medium to large scale Transformation projects.

Our CR strategy

‘part of it:’ Creating value through responsible business

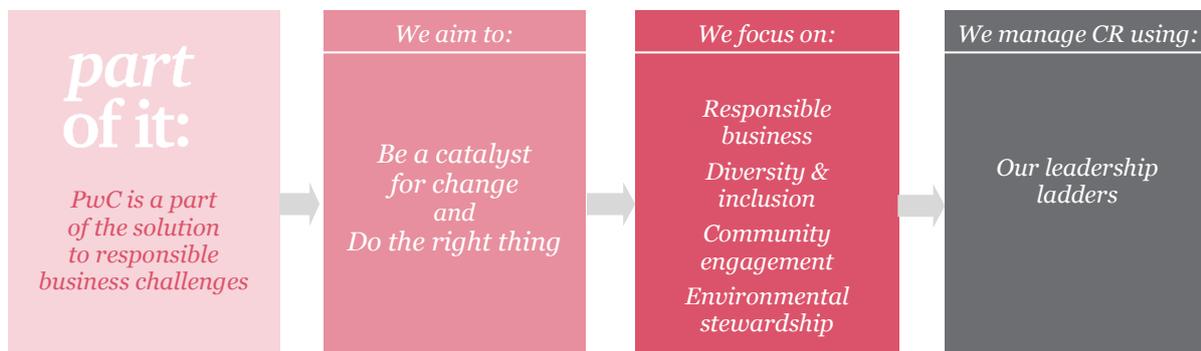
At PwC we believe in being **‘part of it:’** part of the global conversation and movement towards responsible business practices that create positive change in the world.

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.



“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.”

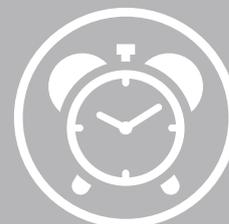
Christiana Serugová
Partner



Achievements in FY15

41,553 EUR

the amount of support to 21 projects via PwC's Endowment Fund

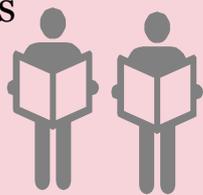


430 hours

spent on corporate and skilled volunteering by people from PwC

60,774 EUR

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



956 EUR

the value of meal vouchers our people donated to various NGOs



3,025 EUR

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

15,073 hours

the total amount of time our people spent on professional training





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 – we stand on our values

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.



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 2015, 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:

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

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 2015, over 120 top representatives of firms operating in Slovakia shared their opinions with us. One of the key messages arising from our recent CEO survey is cooperation and collaborative partnerships. It's a trend that we witness in the world as well as in Slovakia. Companies have begun to realise that their energy should be focused primarily on those areas where they are good at and where they are the top performers. They are supporting the non-core parts of their business through partnerships with various groups of business.

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
 - HRcom
 - ACCA
 - SKAU, SKDP, CISA, SSA, AICPA, SKCU, and more





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.

Be yourself. Be different

Global Diversity Week

Each year, we take a significant step in our diversity journey as our PwC firms all over the world celebrate Global Diversity Week. This is a wide-scale series of inclusion events that will touch every single PwC professional across the globe.

Global Diversity week is about creating widespread awareness of diversity as a PwC priority, making the business case for diversity real for all of our people, and having our people embrace inclusion and difference as we look to foster the behavioural change that will drive an even more inclusive PwC workplace.

Global Diversity Week 2015 took place in June and was focused on the theme from awareness to action and is built on four core pillars with activities and initiatives underpinning each core pillar:

- Understand the business case and our strategy
- Explore valuing differences
- Engage in gender equality
- Commit to action

The United Nations HeForShe movement

Created by UN Women, the United Nations entity for gender equality and the empowerment of women, HeForShe aims to mobilise one billion men and boys in support of gender equality.

PwC is a proud founding 10x10x10 IMPACT champion.

The HeForShe's IMPACT 10x10x10 programme engages 30 key leaders across three sectors - the public sector, private sector and academia. PwC is represented by Dennis M. Nally, Chairman of PricewaterhouseCoopers International Ltd. All 30 IMPACT champions have made common commitments and have also developed tailored commitments.

IMPACT champions were selected based on their reputation for strong ethical practices; their demonstrated excellence in public service; their global reach and relevance, and their willingness to use their full footprint and influence to drive and inspire change across the private sector.

PwC's commitments include:

- Develop and launch an innovative male-focused gender curriculum with global reach: PwC will develop an innovative new curriculum to educate and empower men as gender equality advocates. PwC will also develop a suite of education tools for its employees, to drive awareness and to define why gender parity matters, and what we can all do to achieve it.
- Launch a Global Inclusion Index to further increase women in leadership roles: For the first time, PwC will complete a comprehensive global evaluation of the rates of women across all levels of PwC, with a specific focus on women in leadership. Based on the insights from this evaluation, each PwC firm will be able to develop tailored interventions to address any potential barriers.
- Raise the global profile of HeForShe with PwC people, clients, and communities: PwC will lend their full global footprint to HeForShe, driving awareness and action within and beyond PwC. Men will be encouraged to commit online, and take specific actions towards gender equality.

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.

Four years ago, 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.



“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



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.

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 FY15, the total amount of **time spent on training was 15,073 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.

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.

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 FY15, 9 colleagues from PwC Slovakia were working for PwC in other countries such as the UK, Germany, Malta, United States, New Zealand and Switzerland; and vice versa, there were 13 colleagues from other PwC firms in Armenia, Austria, Germany, Hungary, India, Philippines, Poland, Portugal, Russia and United States 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 Slovakia. Employees can choose from a range of benefits according to their own preferences.

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.

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 15, we cooperated with 3 universities in Slovakia. 14 PwC professionals delivered 10 lectures on IFRS, taxation and accounting and forensic audit. Our professionals also participated in university programme Consulting Club. Together we spent 21 hours with students on Universities.

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 June 2015, the grand finale was held in Warsaw, Poland.

Running

PwC supports our employees in taking part in several running events, e.g. the traditional "Run Devin – 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 Italy 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.





Environmental Stewardship

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.

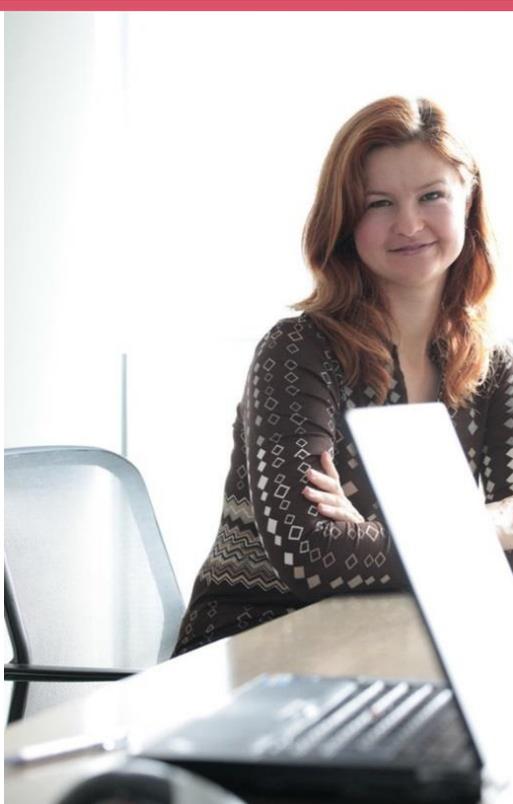
Collaborating for better solutions

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.



“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

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:

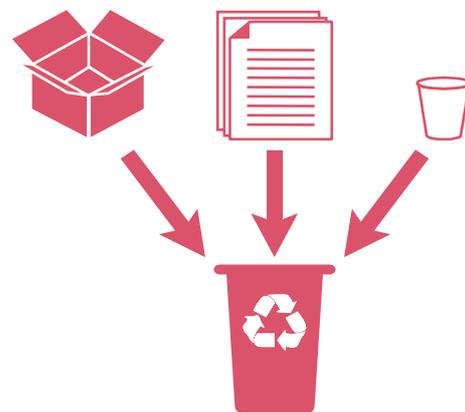
- Measuring our GHG emissions
- Monitoring paper consumption, duplex printing set up, using brown recycled paper
- Waste management and recycling
- Reducing plastic waste production by using water jugs instead of bottles
- Reducing business travel emissions by organising video conference calls
- Raising 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 FY15 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.



PwC Slovakia GHG footprint (in tons)	FY15
Scope 1 – Direct emissions	0.291
Scope 2 – Indirect emissions	94.306
Scope 3 – Air travel	581.216
Total (gross)	675.813

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
- 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 Betânia Asylum Centre
- Homeless shelter DePaul
- and others.

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

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 FY15, we provided an audit pro bono or at a discounted rate to 6 NGOs:

- Good Angel (Dobrý anjel)
- Children of Slovakia Foundation
- The Pontis Foundation
- Academia Istropolitana
- HB Reavis Foundation
- TA3 Foundation

Our professionals, ranging from Partners through to Directors, Senior Managers, Senior Associates and Associates to office staff, spent **989 hours** on these projects. The value of our pro-bono services is calculated at **60,774 EUR**.

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

Peter Mrnka
Director

In FY15, we provided an audit pro bono or at a discounted rate to 6 different NGOs. Our professionals spent **989 hours** on these projects. The value of our pro-bono services is calculated at **EUR 60,774**.



PwC's 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.



3 steps, 3 engagements:

*Our employees
nominate
projects*



*Our employees
decide which
projects will be
supported*



*Our employees
are involved
in the projects*



In FY15, we supported projects that our employees recommended (indirect involvement):

- Športová mládež (Sporty youth): Football talent 2014
- Ded Studienka: Nature – the teacher
- Talentída, n. o.: Pupil knowledge competitions
- OZ Žime krajšie: Building a fence around a playground in Dúbravka
- Detské centrum Slovensko: 37th foster families meeting in Detské centrum (Children's centre)
- Domov použitých kníh (Home of used books): New locations for the 'Home of used books' (Domov použitých kníh)
- PUB - piliere úspešnej budúcnosti, o.z.: I have an idea!
- Relevant n.o.: Help to those who were not fortunate
- Depaul Slovensko: Career consulting for unemployed homeless people
- Človek v tísi o.p.s. pobočka Slovensko (People in Need): Architects in the settlement - Workshop
- Cirkus 49: Cinema 'Feelings'
- Organizácia muskulárnych dystrofikov v SR (Muscular dystrophy association): Let's help disabled people participate in sport
- Nezisková organizácia pre zrakovo postihnutých, n.o.: Power of family

In FY15, we also supported 8 beneficial projects of employees who were personally and directly involved in the nominated project:

- OZ Barlicka: 2 summer camps for seniors suffering from Alzheimer disease
- Organization of Muscular Dystrophy: Benefit concert
- Divadelná skupina Trnava: Theatre performance
- OZ Púpava: Summer camps for 28 children from orphanage in Kolárovo
- Ultimate O.z , The sport ultimate frisbee: World Championships of Beach Ultimate ("WCBU"), held on 8 - 13 March 2015 in Dubai
- OZ floorball club FBC Slovan Rimavská Sobota: Reopening floorball training room in Rimavská Sobota
- OZ WHL: series of western riding competitions
- OZ elledanse: author dance performance 'IDentity'

32 projects met the criteria and applied

21 projects were chosen to be supported (direct and indirect involvement)

181 PwC staff voted for their 3 top projects

41,553 EUR the amount of support given to short-listed projects via PwC's Endowment Fund

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.

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.

In FY15, **13 colleagues** visited **7 NGOs** and delivered **78 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.

54 people from PwC dedicated **214 hours** to the **Naše Mesto** corporate volunteering event in June 2015, and helped community organisations by cleaning parks, painting fences, repairing playgrounds for children and spending meaningful time with seniors. We all had a good time and also we felt good about helping the community in which we live.

PwC also financially supported Pro Bono Maratón which was the kick off activity of Naše Mesto.



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 three 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.

In FY15, 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

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 FY15 - 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.

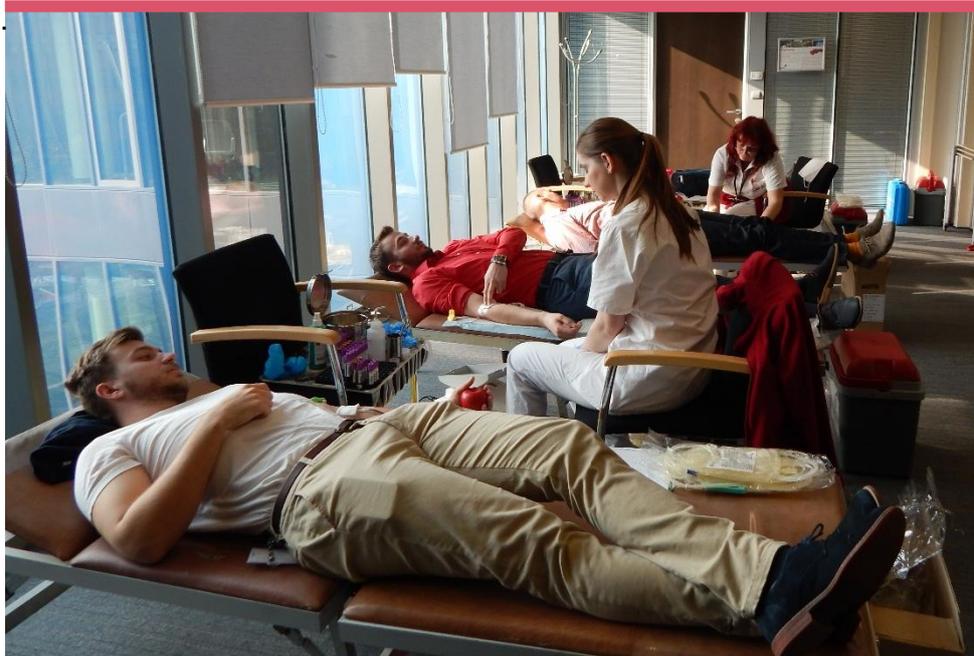
Our people donated **meal vouchers to the value of 956 EUR** - this is really amazing and we even exceeded the expectations of the NGOs.

The NGOs that were supported with material or financial contributions of our employees were:

- OZ Persona
- OZ Ulita
- Domov Dúha
- Arcidiecézna charita Košice
- ZŠ Muránska Dlhá Lúka

Blood donation

Together with the Národná transfúzna spoločnosť, we organised blood donations at the Bratislava PwC premises. The donation took place in spring 2015. We wanted to draw attention to the fact that there are many ways individuals can help others, not just financially. In total, 33 PwC people participated and 23 donated blood.



Cash donations

Supporting people with potential

We realise the value of people at the firm and also in the community. We want to contribute to young people's development regardless of their background. Therefore, we decided to financially support the LEAF organisation that helps young individuals with potential.

Support for the Organization of the Muscular Dystrophy

In June 2015, we hosted chess players from the Organisation of the Muscular Dystrophy at PwC. We enjoyed their company and PwC donated a financial contribution for every PwC player who participated in the event. The donation will be used to organise the Slovak chess tournament for the Organization of the Muscular Dystrophy in November 2015.

We help others all year long

In total, PwC donated **12,170 EUR** in FY15 to help the following good ideas:

- Pro Bono Maratón by Pontis
- Children of Slovakia Foundation
- OZ Pomôž zachrániť detský život (Help save children life)
- Academic Associations of Accountants and Auditors
- Organization of Muscular Dystrophy



Fundraisers

Yummy Breakfast Fundraisers

“Give your tummy a yummy homemade snack and support good ideas” 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 while supporting the charity. The proof is that the two-day fundraiser in FY15 raised **350 EUR**.

The proceeds went to **Dobré srdiečko**, an organisation which helps families of war refugees and **Zemplinsko – Uzská hradná cesta**, an organisation that aims to save and renovate the Vinne castle.

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 fourteenth year that PwC participated. **We collected 719 EUR from our colleagues! The Firm matched this amount, so that we contributed a total of 1,438 EUR.** During the fourteen-year period, PwC and its employees have contributed more than 39,000 EUR.



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.

We collected money for the **Chance for the unwanted (Šanca pre nechcených) in Bratislava**, which was recommended by our colleague, Alexandra Sviteková. The proceeds were used to buy a refrigerator for the food of clients in the centre. The old fridge had broken since the summer. Thanks to our colleagues, we raised **665 EUR** for the organization.

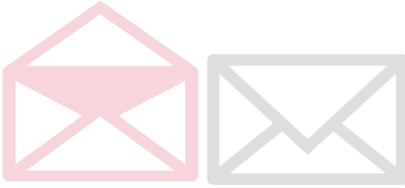
We organised a collection for the **Dorka centre for family reconstruction in Košice**, which was recommended by our colleague Jaroslav Krompasky. The collection raised **820 EUR** for a holiday trip for children from socially disadvantaged families.

Betánia asked for urgent help from us. We have been supporting Betánia for several years and that's why we decided to also organise a financial collection for them. The aim was to collect money for the purchase of two electric cookers and kitchen chairs for families in the centre. The old cookers were broken and so it was difficult for mothers to cook meals for their children every day. We collected **740 EUR** for Betánia

We also organized a collection of old blankets, duvets, towels, carpets, T-shirts and toys for animals at **Freedom for animals (Sloboda zvierat)** that saves abandoned, abused and lost animals. Contributed items were taken directly to the organization.



These letters speak for us...



Želáme Vám
milostiplné a požehnané
veľkonočné sviatky,
nádej z Kristovho víťazstva,
vd'ačnosť a lásku
voči Spasiteľovi,
hojnosť zdravia a síl.

Za klientov a zamestnancov
Azylového centra Betánia

M. Kozma



Dear PwC,

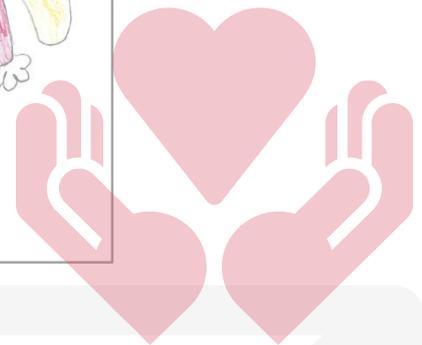
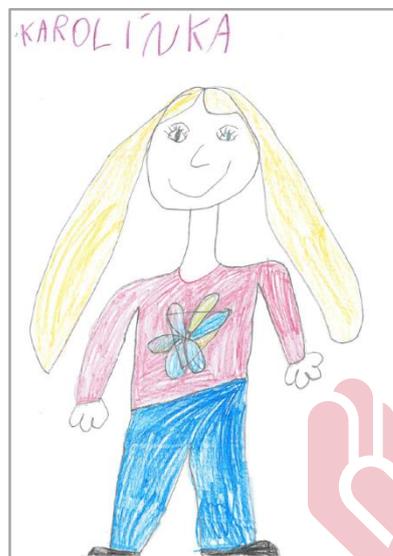
We want to thank you for everything.

The contributions from your employees are really nice, good quality and good looking. I am sure that these things will bring a smile and joy to our families and, above all, these things will help them in their difficult financial situation.

We also want to thank you for the meal vouchers. We want to give the vouchers to the family as a surprise and we are sure that they will be even more delighted.

All the best

Gymerská Martina, OZ Persona



Dear PwC,

I would like to thank you on behalf of all my colleagues who participated in the training. The feedback that I have had from my colleagues makes it clear that the training was very useful and met the goal of the training.

Now, we want to spend some time absorbing the new information we obtained ☺ and I am sure that using this knowledge we will discover more things that we would like to know.

Thank you one more time for your willingness, for your time and for your patience!

Kind regards

Eva Kapustová, Project Assistant

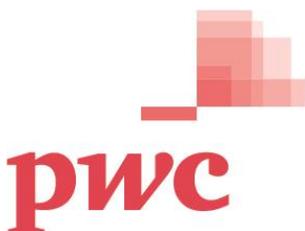


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Photographs of PwC professional staff appearing in this brochure were taken by Ivona Orešková (pages 3, 6, 11, 14, 18, 21).

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