Be the solution. It’s time.

Our 2020 Environmental, Social and Governance (ESG) highlights
2020 key highlights

**32,800+**
Over US$32,800 in community donations

PwC commitment to **Net Zero**
by 2030

**100%**
100% offset in all air travel and energy emissions since 2019

**$9,600**
US$9,600 donated to Barbados Covid-19 emergency response

**80**
80 hours volunteered in the community by our people

**600**
600 hours of pro-bono support
“Climate change is one of the most pressing problems facing our world today. It affects everyone, so it’s in our best interest that we see systemic change to avert climate catastrophe and unlock the potential of green growth. We’re determined to play our part, that’s why we’re making a worldwide science-based commitment to reach net zero greenhouse gas emissions by 2030.”

“While we come from different backgrounds and cultures our values are what we all have in common. They guide how we work with our clients and each other. We commit to invest in our people with business leadership, diversity, work-life flexibility, career coaching and training, which helps us all to excel.”

“Our amazing and energetic team shares ideas, collaborates on decisions and work through environmental concerns with a view to ensuring that our business minimises our environmental impact. We promote recycling, reducing wastage, and increasing the general awareness of the impact our day to day activities have on the environment.”

Mike Bynoe
PwC East Caribbean Territory Leader

Gerry Mahon
PwC East Caribbean Net Zero Leader

Michelle White-Ying
PwC East Caribbean Green Team Leader
The United Nations’ Sustainable Development Goals (SDGs) outline a shared global blueprint to end poverty, provide peace and prosperity, and protect our planet. There are 17 global goals to be achieved by 2030, which address issues such as climate change, economic inequality, innovation, sustainable consumption, peace and justice. PwC is committed to advancing progress against the SDGs. As a responsible business, we continuously assess our impact against the goals – both positive and negative – and manage our operations in line with them.

**Environment**

**Net Zero by 2030**

- PwC made a worldwide science-based commitment to achieve net zero greenhouse gas (GHG) emissions by 2030.
- Our commitment includes supporting clients to reduce their emissions as well as reducing those from the PwC network operations and suppliers.
- PwC commits to decarbonise its operations, including its travel footprint, and neutralise its remaining climate impact by investing in carbon removal projects.
Environment - local initiatives

Our new office waste disposal system

Our community clean up initiative
Our values define who we are, what we stand for, and how we behave.
The Inclusion and Diversity Council was formed to: consider, develop and implement initiatives relating to themes of gender, race/ethnicity and sexuality.

PwC East Caribbean’s Inclusion and Diversity committee members

Lisa Moore
Michelle White-Ying
Ann Wallace-Elcock
Kerry Kirton
Akila Craig
Lisa Kadirullah
Anjanette Brathwaite
Cylene Belgrave
Deane Hill
Imran Corbin-Boyce
Jewelle Wickham
PwC’s investment in our mental, spiritual, physical, and emotional wellbeing is driven by a simple, unifying goal: helping us perform at our best, at work, at home and everything in between - all the more vital as we cope with the impact of COVID-19.

Be Well, Work Well is about putting the power of PwC’s resources behind our people and helping support their journey to great wellbeing with science-backed concepts, practices and tools.
Be well, work well

Our initiatives

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Assurance partner, Michelle White-Ying - grew a herb garden, made fresh pesto from the herbs and showed off her creativity with some paint pours.

Tax partner, Gloria Eduardo - showed off her baking and creative skills with her Christmas stocking creation and bread.
The COVID-19 pandemic has accelerated changes in how and where we work. For many organisations the crisis brought to the fore the discrepancy between the skills people have and those needed for jobs in the digital world.

881 of our people have attended PwC digital academies regionally.

Our commitment to upskilling across PwC in the Caribbean is demonstrated by the fact that our region is not only one of the leaders within our global firm on digital training, but also how these new capabilities are applied in areas such as data and analytics. Our people’s use and development of innovative solutions using Alteryx, Power BI and Tableau helps make us a more efficient and tech enabled firm, and our clients benefit.
Spanning across four strategic areas of transformation, our digital products and apps tackle the very real challenges our clients face today.
Helping our community navigate the social and economic impacts of COVID-19

After the onset of COVID-19, we focused quickly on supporting nonprofits and the public sector to serve the immediate needs of our most vulnerable people, our community. These actions were aimed at helping provide support which included food, school supplies and other essential needs.

We also donated to societal impact initiatives:
• to support community response to COVID-19
• to the Government programme to provide assistance to the families most in need in Barbados
• to the homeless community with additional staff fundraising initiatives
• supporting our people in coping with lockdowns through a series of health and wellness initiatives including, producing a Sustainable Living at Home guide, which our people contributed to
• supporting our clients by producing thought leadership and insights

“The toll from the COVID-19 pandemic on people and communities is unprecedented. Compassion from business leaders combined with a long-term perspective can make all the difference in how we manage and move forward from this global crisis.”

----Mike Bynoe, PwC East Caribbean Territory Leader

Ronaele Dathorne-Bayrd, PwC East Caribbean Partner visited St. Paul’s primary school and handed over stationery supplies to class four students. We also donated a total US$6,000 to the Child Care Board to split amongst various causes. The aim is to help support as many children in as many communities as possible.

Mike Bynoe, PwC East Caribbean Territory Leader and Bajans for Bajans members standing among some of the Santa sacks ready to be distributed to children and families across Barbados.
Solving important problems

Our Corporate Social Responsibility team donated to societal impact initiatives:

• The Barbados Dance Council
• The International Women’s Forum
• The Barbados Council for the Disabled
• The National Council on Substance Abuse to support the Safeguard our Future Today (SOFT) summer camp
• The National Council on Substance Abuse
• The Caribbean Youth Environmental Network
• Hope Foundation
• The Child Care Board to provided Christmas hampers
• Eagle’s Academy to purchase hand sanitiser
• UWI - Christmas appeal for scholars in need

Our people donated US$9.6K as part of a staff fundraising drive.
Together we solve

One of the families receiving their PwC donated school books at Cloisters book shop.

In Barbados we donated tablets to assist class three and four students at St. Paul's Primary School, along with internet connections for those that don’t have access at home.
Part of Jamaica’s Covid-19 Tourism Recovery
Wilfred Baghaloo, PwC Jamaica partner, appointed to the Government’s COVID-19 Tourism Recovery Taskforce to rebuild Jamaica.

Advising on upskilling and modernising
Zia Paton, PwC Trinidad & Tobago partner, is leading a team to conduct job evaluations across the Civil Service of (T&T)—a foundational exercise to align the compensation and classification of some 2,000 positions with the requirements of a modern service.

Giving the gift of digital wallets
Prince Rahming, PwC Bahamas territory leader, facilitated the opening of digital wallet accounts for each of its people, becoming the first organisation in The Bahamas to do so.

New Caribbean firm in Guyana
Angelique Bart was named managing partner of PwC Guyana, which opened in February, 2020, to support local and international clients in the country.

Leading our Net Zero commitment
Gerry Mahon, operations partner for PwC East Caribbean, is leading efforts regionally to make PwC in the Caribbean net zero by 2030.

We’re solution-focused and our teams work together across the Caribbean, embracing new technologies and approaches to best serve our clients.
Responsible business leadership

We believe we have a responsibility to uphold and embody ethics, transparency and integrity in all aspects of our work. Our people are leaders who can promote trust in business and use their skills and relationships to promote more ethical and responsible behaviour in the marketplace.

Our values guide the choices we make, which applies not only to how we treat each other as professionals, but also how we select clients, work with those clients and each other, and ensure the work we do upholds our own standards.

Our Code of Conduct lays out and reinforces the importance of conducting business within the framework of professional standards, laws, and regulations, together with our own purpose, values, standards and policies. The Code of Conduct and behaviours we seek to reinforce are brought to life in numerous ways, including delivering highest quality outcomes, leadership and training programmes, in our day to day work, and in the handling of complaints and investigations.

A sustainable way forward

Like digital, ESG has the potential to revamp how successful organisations plan, implement and operate. Also like digital, ESG is a sprawling topic, making it challenging for organisations to know where to begin. Our sustainability services consulting team is developing new ways of measuring environmental, social and governance impacts, managing risks and supporting our clients in ESG reporting procurement.

In our procurement, we comply with the requirements of the PwC network’s Third-Party Code of Conduct by demanding that our suppliers and vendors commit to them. When it comes to, for example, involvement in and organising of corporate events and sponsorships, we support the drafting of and introduction of sustainability guidelines.