

# 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%**

offset in all air travel and  
energy emissions since  
2019

**\$9,600**

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

**80**

Hours volunteered in the  
community by our people

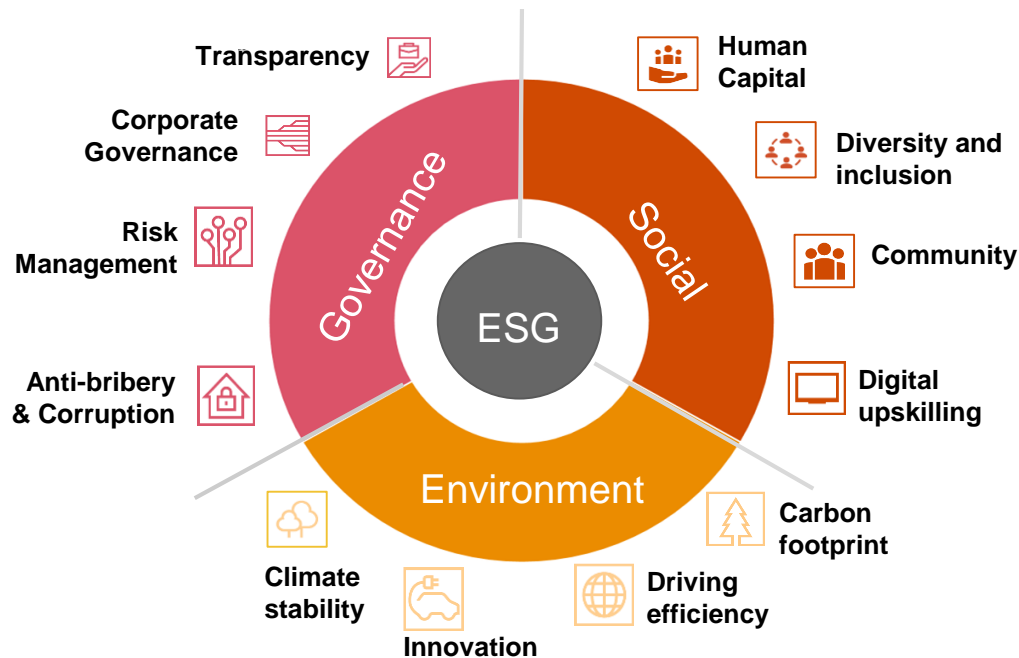
**600**

hours of pro-bono  
support





# A sustainable way forward



"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."

Mike Bynoe  
PwC East Caribbean  
Territory Leader

"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."

Gerry Mahon  
PwC East Caribbean  
Net Zero Leader

"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."

Michelle White-Ying  
PwC East Caribbean  
Green Team Leader

# 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.



## Progress towards UN Sustainable Development Goals

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 - local initiatives



Our new office waste disposal system



Our community clean up initiative



# Our people



241

staff

2

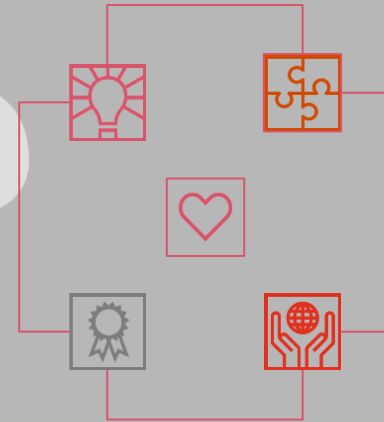
interns

31

new hires



Our values define who we are, what we stand for, and how we behave.





# Staff highlights

ACCA  
qualifiers



#pwcproud



Certified Anti-  
Money  
Laundering  
specialists



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

# Be well, work well



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

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.



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



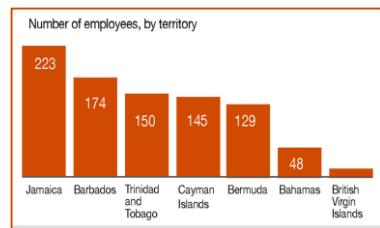
Tax partner, Gloria Eduardo - showed off her baking and creative skills with her Christmas stocking creation and bread.

# New world. New skills.

## Digital upskilling

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.

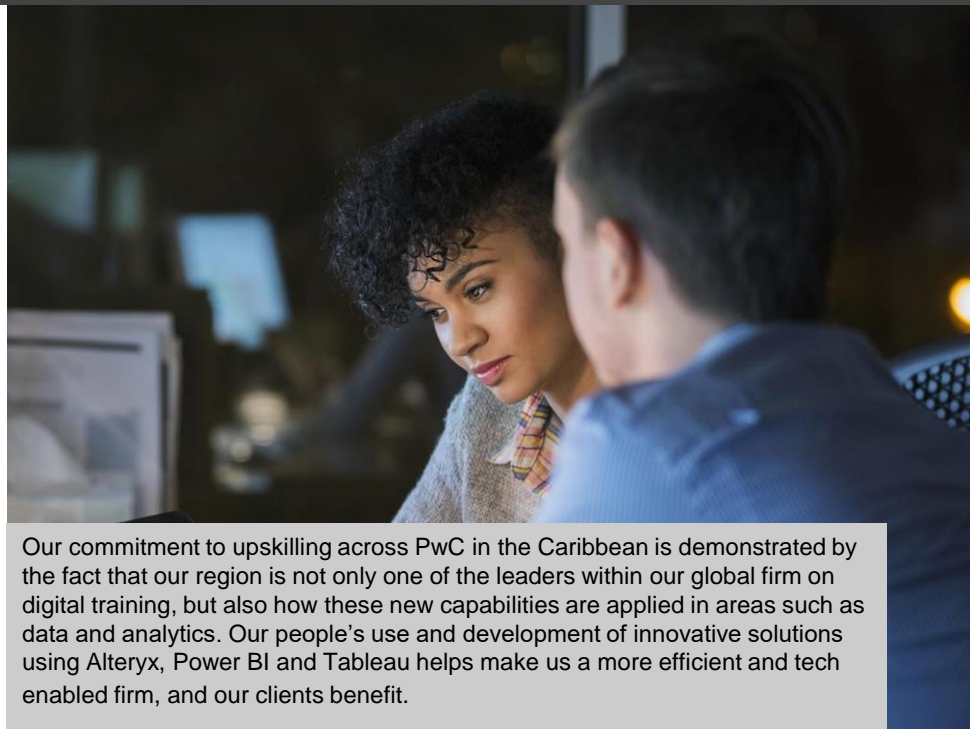
**881** of our people have attended PwC digital academies regionally



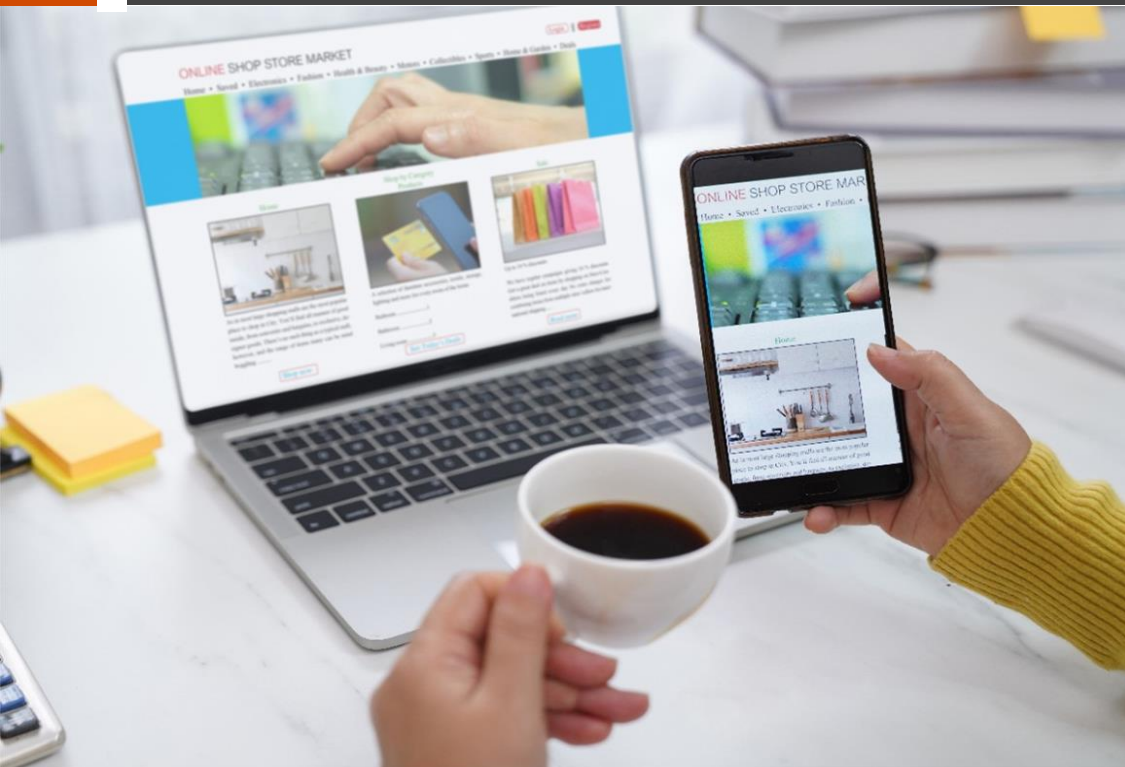
More than

**US\$1 Billion**

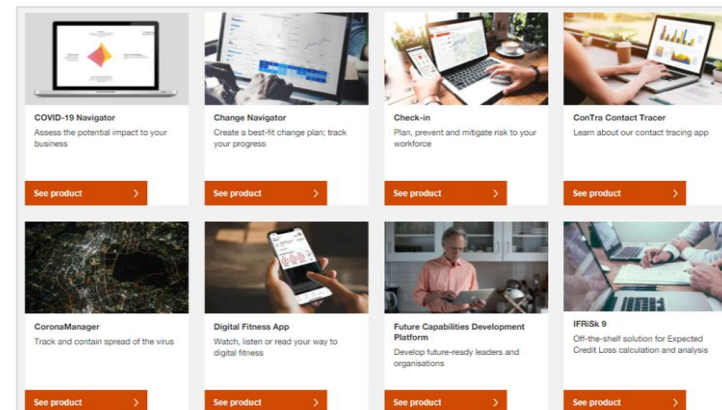
Invested in digitising firms across the entire network.



# Digital products



Spanning across four strategic areas of transformation, our digital products and apps tackle the very real challenges our clients face today.



[Click here to visit our products page](#)



# Community



## 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



**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.



**Ronaee 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.

# Solving important problems



**Our people donated US\$9.6K as part of a staff fundraising drive.**

## **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 provide Christmas hampers
- Eagle's Academy to purchase hand sanitiser
- UWI - Christmas appeal for scholars in need



# 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.



# PwC in the Caribbean

We've grown to nine territories



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

## Leading the way across the Caribbean



### 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.



### 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



### 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.

# 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.



Connect with us! [www.pwc.com/bb](http://www.pwc.com/bb)

