

A year of solving together





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Welcome to our Sustainability Highlights Report FY24



Reflecting on the past year, PwC East Caribbean leadership team is proud of our community of solvers who are dedicated to our purpose to build trust in society and solve important problems for our clients and stakeholders.

Guided by our vision, we focus on excellence, innovation, and transformation. The need for change has never been more pressing. With technological advancements, climate change, and shifting customer expectations transforming industries, PwC’s Business Model Reinvention framework helps organisations rethink how they create, deliver, and capture value.

Our commitment to sustainability and our purpose is equally paramount. Addressing climate change and fostering long-term sustainable prosperity are vital challenges, and we are dedicated to supporting our clients and society at large, in achieving sustainability.

We look forward to continuing our collaboration to achieve our shared goals and aspirations, building a sustainable and prosperous future for all.



Ross Parker
PwC East Caribbean Territory leader



Ronaale Dathorne-Bayrd
East Caribbean ESG Leader



Gerry Mahon
East Caribbean Net Zero Leader

Our global network

At PwC, we draw on the collective skills and experience of more than 370,000 people across our PwC network of firms in 149 countries to help build trust in society and solve important problems. We help our clients transform to build enduring success as they navigate a rapidly changing world.



Read more of our PwC global network highlights in our [Global Annual Review](#) **here**

6,161
New jobs
created
globally



86%

of Fortune Global 500
are clients of PwC

Continued to invest nearly

US\$1.5b

to expand and scale our AI capabilities
across the PwC network.

Microsoft ‘Building with AI’
Partner of the Year

As part of our commitment to promoting transparent and comparable reporting, the PwC global network publishes **an overview of our disclosures on the World Economic Forum (WEF) Stakeholder Capitalism Metrics** for FY24.



PwC was an early supporter of the WEF metrics - organised into four pillars aligned with the 17 UN Sustainable Development Goals.

This year we are again reporting against the 21 core metrics that cover the four key areas of **Prosperity, People, Planet, Governance** and the additional 34 metrics that go into more detail for each area.

Prosperity

Our multi-year commitments:

**Over
US\$57,000
in annual cash
donations to 38
non-profit community
organisations in East
Caribbean**



Over
US\$1.12K
total investment
in our community

*Cash donations, pro bono, discounted services and other charitable donations



US\$5,000
in scholarship
funding awarded
to East Caribbean
students

Pro bono and discounted support to 4 charitable organisations in East Caribbean



135
Volunteered
to support our community



Kayliah Walcott 2024 Scholarship recipient

People

I am proud to
work at PwC:
91% agree

Global People Survey
(East Caribbean) FY24 results

284
Total
headcount

17 new hires
10 qualifiers



65%
of East Caribbean
workforce is
female

25 years
at PwC



15 years
at PwC



Average hours
training
per employee
27hrs

9 East
Caribbean
interns

17 Nationalities



US\$532
Average spend
on learning and
development per
fulltime employee

Planet

Creating a more sustainable future together

PwC’s 2024 **Network Environment Report** covers how we are executing our sustainability strategy.

It is becoming increasingly clear that the world is not transitioning fast enough to avoid the worst impacts of climate change. It’s not too late to make a difference, but it’s certainly becoming a lot more challenging.

The report details how we are reducing our impacts on the environment and adapting our business to develop greater resilience to climate risks.

95%

renewable electricity usage in 117 countries and territories across our global network



Reduced East Caribbean firm travel emissions

by 63%

from FY19 baseline

100%

of East Caribbean firm’s electricity consumption is offset through international renewable energy certificates

Our Barbados office continues to generate renewable electricity through the solar panels on the roof of our building.

Principles of Governance

Our purpose: Build trust in society and solve important problems.

Our values: Act with integrity, make a difference, care, work together, reimagine the possible.



Our Global Tax Code of Conduct was updated this year.

Each employee has access to a confidential PwC Ethics Helpline.

Our approach to Human Rights is integrated into our business practices.

Our Transparency Report is published annually.

All our partners and people are required to **complete annual training on PwC’s anti-corruption policies and procedures.**

Our Global Code of Conduct sets out a common framework on how we expect our people to behave.

Solving together



Artificial Intelligence

- At PwC, we are harnessing our global expertise in AI to help clients across the world unlock **AI-driven value creation**.

Business model reinvention

- PwC's Global CEO Survey shows **45%** of CEOs think their organisation will no longer be economically viable in ten years if it continues on its current course. We're helping businesses **transform how they create, deliver, and captures value**.

Sustainability

- PwC was recognised as a **Global Leader in ESG and Sustainability** in Verdantix's 2024 Green Quadrant: ESG And Sustainability Consulting report, highlighting our ability to provide robust sustainability services to clients across sectors.

Trust

- We are continuing to invest **US\$1 billion over five years to develop our Next Generation Audit platform Trust Academy course**.

Sustained impact: How we approach Corporate Social Responsibility



PwC committed to the Ten Principles of the UN Global Compact at the local level representing Barbados and the Eastern Caribbean.



Climate disruption across the Caribbean continues to increase, if not from hurricanes, then from severe flooding and record high temperatures. These pose serious challenges to our economies, with significant cost implications. To our communities, through damage to livelihoods, and to the environment, through loss of habitats and changing ecosystems. In addition, we're also impacted by wider societal disruptions such as the pandemic and conflicts. We believe that business has a key role to play in helping to address these challenges and we are committed to playing our part."

– Territory Leader, Ross Parker



From left to right: **Tia Browne**, United Nations, **Ross Parker**, PwC East Caribbean Territory Leader, **Didier Trebucq**, Resident Coordinator of the United Nations Barbados and The Eastern Caribbean, **Caroline Belgrave**, PwC East Caribbean Sustainability and Net Zero Driver, **Leslie Gittens**, United Nations Multi-Country Manager (Caribbean)

Climate

Future Centre Trust: Trailway project

A big shoutout to our 20 amazing PwC volunteers who spent the evening planting trees and promoting heritage, recreation, and wellness. Your dedication makes a difference!

We planted 50 additional trees along the Trailway, thanks to the Future Centre Trust Barbados Trailway project! This initiative is vital for our island's sustainable future, offering a safe and beautiful path for cyclists, runners, walkers, and families to enjoy.



How we helped

- Provided volunteers
- Donated US\$2.5k for tree purchase
- Planted trees



Impact

- Provides a safe and beautiful space for our society to exercise
- Promoting physical activity and wellness
- Accessible space that allows users to venture inland
- Providing economic opportunities for our people

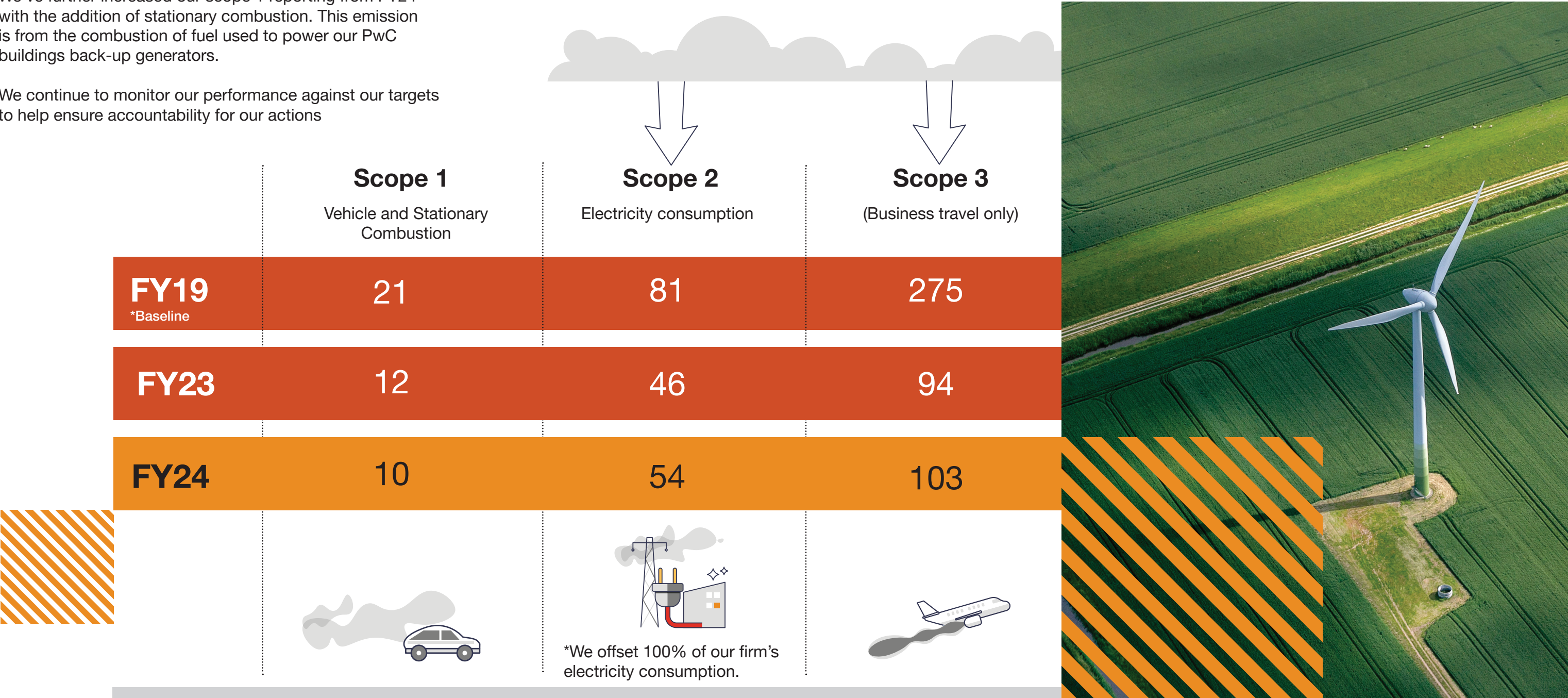


Climate

Reducing PwC East Caribbean’s total GHG emissions across our business

We’ve further increased our scope 1 reporting from FY24 with the addition of stationary combustion. This emission is from the combustion of fuel used to power our PwC buildings back-up generators.

We continue to monitor our performance against our targets to help ensure accountability for our actions



Climate

World Water Day: Green Team visits PwC's water station

Since being Installed in November 2021, Golden Square quickly became one of the highest performing locations, recording 2,252 bottle fills in the first week alone. Even before the station could be unveiled, people were driving by and walking up asking to fill up their water bottles.

With the signage reminding Barbadians to “**Refill. Refresh. Reduce**”, it speaks to how PwC East Caribbean is helping to continue hydrating Barbados and tackling one of our biggest environmental problems: plastic waste. By focusing on the sustainability of our community and the environment, this installation seeks to ensure both can coexist in the fragile ecosystem.



How we helped

- Community education
- Environmental awareness
- Circular economy focus



Impact

- 247,974 500ml bottles filled as at 30 June 2024
- Community engagement with strong interest in using the water station.
- Environmental awareness encouraging Barbadians to ‘Refill. Refresh. Reduce’.



Climate

Clean Up Barbados

In 2024, our community came together to make a significant impact on our beaches. **Across 35 sites, a remarkable 1,196 volunteers dedicated their time and effort to clean up over 42,349 pounds of waste.**

Among these dedicated individuals, **104 volunteers from PwC** played a crucial role, contributing to the collection of over 1000 pounds (483.5 kg) of the total waste. This collective effort not only beautified our beaches but also demonstrated the power of community action in preserving our environment, as we continue to work together for a cleaner, healthier planet!



How we helped

- Our community organised clean-ups at 35 beach sites.
- 1,196 volunteers joined the clean-up.
- 104 volunteers were from PwC.
- PwC volunteers collected over 1,000 pounds (483.5 kg) of waste.



Impact

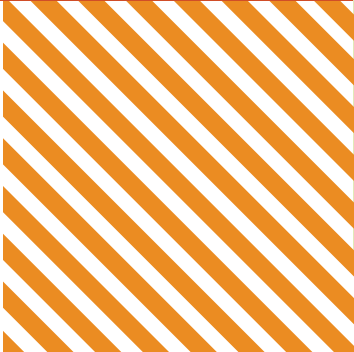
- The effort removed over **42,349** pounds of waste from the beaches.
- The clean-up improved the beaches' appearance.
- It showcased the power of community action in environmental preservation.
- It contributed to a cleaner, healthier planet.



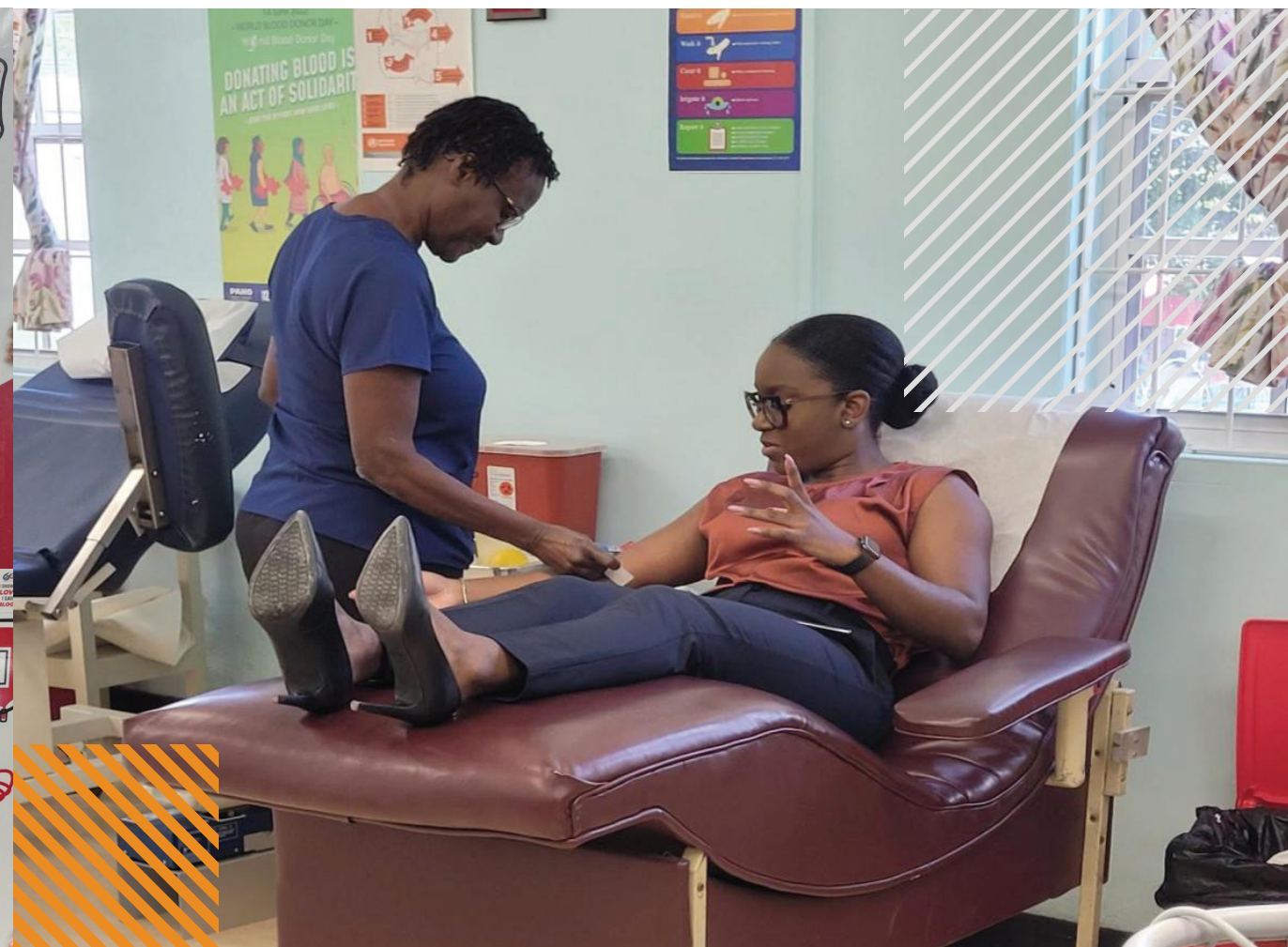
Climate

Recycling: Scrapman Waste and Recycling lunch ‘n’ learn

On Global Recycling Day, we launched an inspiring initiative to transform our waste practices. Our people were made aware of the essentials of recycling, empowering everyone to act and spread awareness. The team from Scrapman recycling shared valuable tips on what can and cannot be recycled, demonstrating how small, simple changes in our daily routines can significantly support a circular economy. Let’s continue to reimagine our waste practices and make a lasting impact on our planet!



Contributing to our community.



Blood Drive initiative

In Barbados, there is an urgent need for blood donations. A single donation, which takes 30 minutes, can save up to three lives. This selfless act costs nothing but has an immeasurable impact on the health and wellbeing of our community.

Two blood donation events took place in FY24 as part of an ongoing initiative.

A call for more volunteers to donate was answered by our people.

Contributing to our community.



Our St. Lucia team



Our Barbados team

Walk for the Cure Sponsorship participants

We supported our communities strong, intelligent and diverse women, at the Walk for the Cure in both Barbados and St. Lucia. **This walk is in support of the Cancer Society in both islands and hosted by CIBC Caribbean Limited.** Women and men of all ages, ethnicities and social backgrounds have suffered and continue to suffer with this terrible disease, this is our opportunity to help make a difference.

Disaster response

US\$34,000
contribution to
humanitarian relief
efforts in Israel
and Gaza – raised
by donations from
our people across
PwC firms in the
Caribbean region,
matched by PwC.



Our people

Run Barbados PwC Fun Mile

PwC East Caribbean was proud title sponsor of the Run Barbados Fun Mile, which is part of The Run Barbados Marathon Weekend. This is the largest sports tourism event in Barbados and one of the largest marathons in the Caribbean with both international and local participants.



Our people

The BAR Race

One of our teams who participated in the BAR Race



Congrats to Jamie Pedro who finished in the top 10

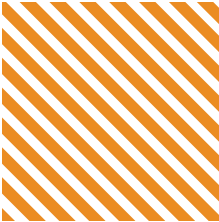
Our people

Volunteering

Our people donating time to read to children in their **Reading Room initiative**, which started in December 2022.



We've continued **our partnership with Rotaract South Barbados** and the **reading room project** by embarking on a new initiative with them. We've donated a fully stocked "little library" to Luther Thorne Memorial Primary school. The library is intended to foster a love for reading while giving students easy access to books.



Responsible business

Sponsorships

BCCI/PwC Post Budget Breakfast Discussion: Our annual post budget event where our tax specialists share their preliminary insights on what lies ahead with the Barbados 2024/25 budget.



ICAB's Accountants Week Conference where Joanna Robinson, PwC East Caribbean Consulting Leader spoke on Change Management where business leaders prioritise transformation

Responsible business

Key thought leadership



[PwC’s Annual Global CEO Survey](#)



[Global Workforce Hopes and Fears Survey 2024](#)



[Caribbean Digital Readiness Survey 2024](#)

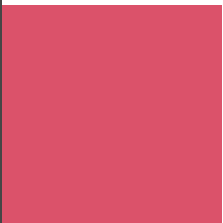


[Six generative AI takeaways for CIOs](#)



End notes

1. PwC’s fiscal year extends from 1 July 2023 - 30 June 30 2024. The data and context in the report is from that time period, unless otherwise indicated. East Caribbean firm refers to Barbados and St. Lucia locations.



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At PwC, our purpose is to build trust in society and solve important problems. We’re a network of firms in 149 countries with more than 370,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com.

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