



## Contents

3	Introduction
4-5	Our global network
6-9	Highlights of our year
10	Solving together
11-23	Sustained impact: How we approach Corporate Social Responsibility
24-30	Our people
31-33	Responsible business

## Welcome to our Sustainability Highlights Report FY24



Reflecting on the past year, we are proud of our community of solvers who have come together to create sustainable solutions that make an impact, add value, and promote a better future. Our collective efforts have been instrumental in achieving our goals and bringing about meaningful change. With our global purpose to build trust in society, we have focused on solving important problems through technology, innovation, and quality in our service delivery. At the cornerstone of our success is our deep dedication to our people.

We are committed to fostering eco-friendly practices with our people and clients for better business. Addressing environmental challenges and promoting long-term prosperity are essential. By concentrating on environmental issues, we aim to be part of the solution for societal change, driving impactful initiatives that benefit both our communities and the planet.

Our report reflects the work we have done, and we look forward to building on this foundation in the coming years. We are excited to continue our efforts to reach our shared goals and aspirations, building a sustainable and prosperous future for everyone.



**Prince Rahming** PwC Bahamas Territory Leader



**Kevin Cambridge** Partner, ESG and **Advisory Services** Leader



**Carlton Cartwright** Partner, Corporate Social Responsibility (CSR) and Green Team 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



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 Al' **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

**Almost** \$27,000 in annual cash donations

\$60,000

## total investment in our community

\*Cash donations, pro bono, educational funding, and other charity spend



in exam funding

49 people involved in community activities (incl pro bono & discounted engagements)

246 volunteers hours

47 general volunteers

Over \$17,350

## People

I am proud to work at PwC: **87**% agree

Global People Survey (Bahamas) FY24 results

95 **Total** headcount

**Average hours** training per employee

49.5hrs



**12** Nationalities



9 interns



65% of the PwC **Bahamas** workforce is female

### 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.

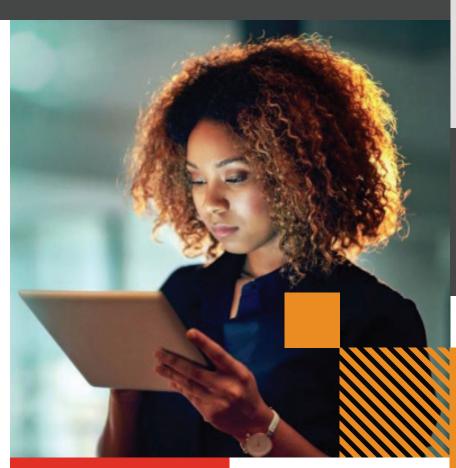
95% renewable electricity usage in 117 countries and territories across our global network



## 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 **Transparency Report** is published annually.

#### 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.

All our partners and people are required to **complete** annual training on PwC's anticorruption policies and procedures.

sets out a common framework on how we expect our people to behave.



#### **Artificial** Intelligence

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

#### **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.

#### **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.

## Sustained impact: How we approach Corporate Social Responsibility



#### Climate

## **Beach Clean Up**

Every year, our Green Team organises and executes a beach cleanup as part of our commitment to sustainability and caring for the environment. Doing this allows us to do our part to help protect our coastlines and marine life while bringing people together to make a real difference. It's not just about cleaning up; it's about working with our community, inspiring action, and showing how everyone can help protect our planet for the future. Through this effort, we aim to create positive change today and build a more sustainable tomorrow.



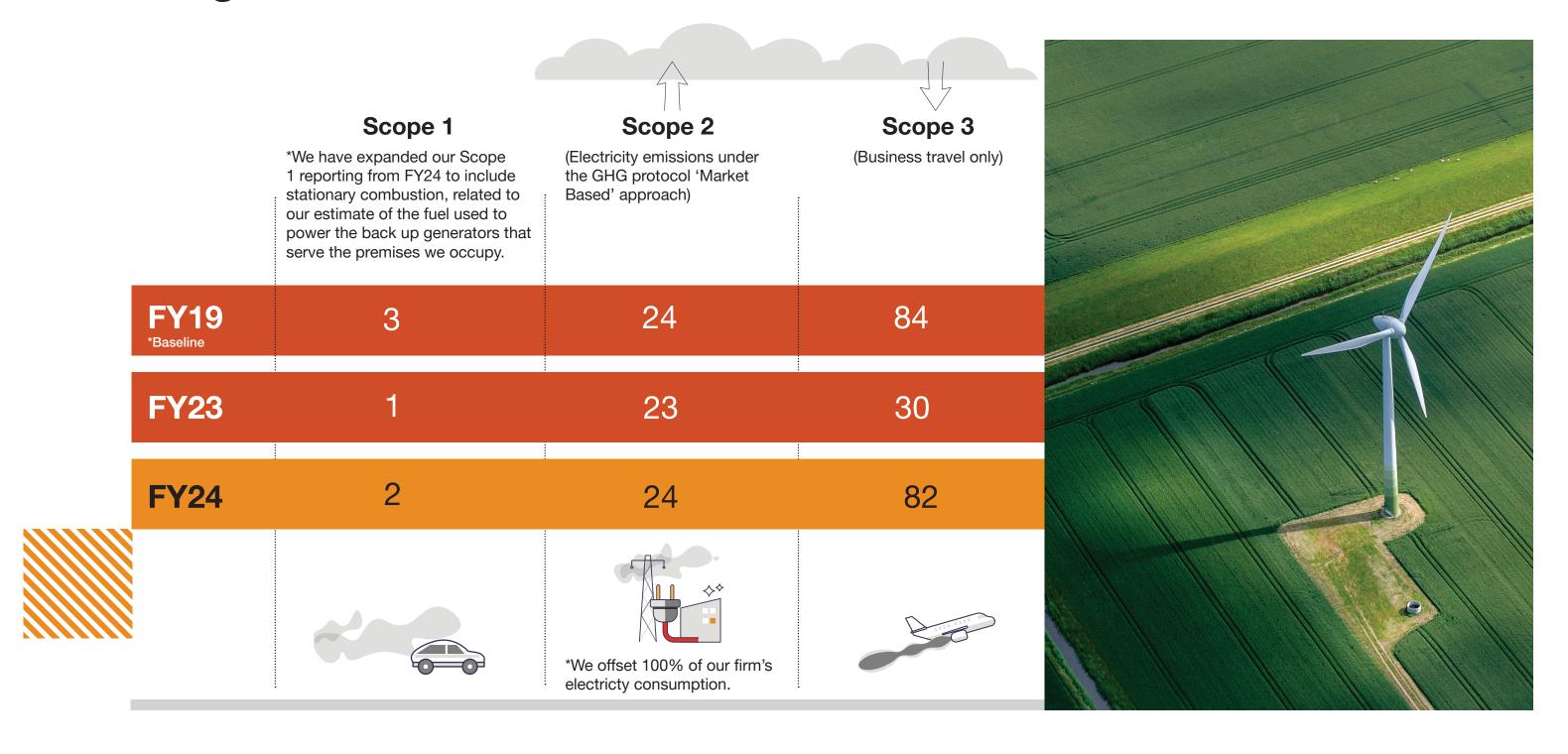
#### How we helped

- Cleared waste from the shoreline
- Convened community action
- Encouraged eco-friendly behaviours



#### Climate

## Reducing PwC Bahamas' total GHG emissions across our business





PwC Bahamas' Blood Drive, coordinated by our CSR Lead, Mieko Smith, a Rotarian, demonstrated our firm's strong dedication to social responsibility. With the support of the CSR, Green and Wellness committees, the event addressed the urgent need for blood donors and emphasised the importance of collective action in creating meaningful change.

By working closely with Doctors' Hospital and Rotary Bahamas, the donation process was simplified and made convenient through the provision of an on-site 'bloodmobile'.



#### How we helped

- Spotlighted the ongoing need for blood donations and inspired future donors
- . Created an opportunity for local organisations to collaborate and amplify their impact

The Englerston Urban Renewal school feeding programme is a government initiative that provides free breakfast and lunch meals to over 200 students in the inner-city community.





The collaboration with PwC Bahamas is essential in providing vital support to many less fortunate children within the community. The donations ensure that these children receive the necessary food and clothing which helps to improve their overall well-being and quality of life."

- Assistant Superintendent of Police (ASP), Makelle Pinder.



The Sir Victor Sassoon **Foundation** is a cause that is dear to our hearts. With February recognised as Heart Month, our firm continued our tradition of sponsoring the Sir Victor Sassoon Foundation's Heart Ball, the main fundraiser for the nonprofit organisation. Proceeds from the Heart Ball will support Bahamian children in need of heart surgeries.



#### How we helped

- Raised awareness for heart disease prevention
- Provided funding to assist Bahamian children

## **PwC Bahamas' Care Day**

#### Six charities, over 50 people spread out across the island on a mission to help.

We are grateful to our 50+ volunteers who demonstrated teamwork and community spirit by dedicating their time to our first inaugural Care Day. Their combined efforts made a difference and showcased the power of collaboration. For Care Day, we volunteered with:

- Bahamas Humane Society: Connected with animals and showed care.
- Lunch and Literacy: Organised a lunch and literacy pizza party at two schools in New Providence and one in Grand Bahama. We read a Bahamian children's book to the children and created a fun learning environment for them.
- Bahamas Feeding Network: Packaged food parcels to support families and individuals facing hunger.
- Stapledon School for Special Needs Children: Assisted the school and joined the students in toiling the soil for their vegetable garden.



- School Lunch and Literacy
- Garvin Tynes Primary School - Lunch and Literacy
- Walter Park Primary School - Lunch and Literacy





#### How we helped

- We assisted local charities
- Provided volunteer support
- Brought awareness to the need for community partnerships
- Donated funds to ongoing projects

• Stapledon School - Backyard Farming



For Autism Awareness Month, we hosted a pizza party for autistic and special needs students at Anatol Rodgers High School. Our team spent time learning more about the school and the students who shared their art and talents with us. The experience gave us an opportunity to deepen our relationship with the school and its students, some of whom are heading to colleges abroad.





#### How we helped

- Donated funds to support the autism unit.
- Engaged with the students



As part of our efforts to support food security in The Bahamas, we donated to the Church of God of Prophecy's feeding **programme.** This initiative aims to support individuals and families in need by ensuring they have access to nutritious meals. Our contribution reflects our dedication to addressing hunger and fostering a stronger, healthier community. By volunteering with the Church of God of Prophecy, we are helping to make a positive impact on the lives of those who need it most.



We organised a staff clothing drive for hurricane season and donated the items to the Bahamas Crisis Center, the Salvation Army and the Red Cross.



We participated in the Susan G. Komen Race for the Cure, joining hundreds of Bahamians to raise awareness for breast cancer and support those affected by the disease. The race is the main fundraising activity for the Marathon Bahamas with beneficiaries including the Cancer Society of The Bahamas, The Princess Margaret Hospital Foundation, Sister Sister Breast Cancer Support Group and the Cancer Society of The Bahamas Grand Bahama Chapter.



#### How we helped

The funds raised by this event helps the Cancer Society of The Bahamas with patient care, education and advocacy.



Our Yes We Can can drive initiative rallied our team members to donate canned goods and nonperishable items to **Hands for Hunger.** We spent the day using our lunch break to volunteer and restock the pantry.



#### How we helped

• Supported efforts to provide essential food supplies to those experiencing food insecurity.



Alpha Fraternity, Inc. assists young Bahamian men with scholarships to attend HBCUs (Historically Black Colleges and Universities) in the United States.

Our annual donation to the Alpha Phi



For the past two years, we have proudly volunteered our associates as statisticians for the Alpha Phi Alpha Speech Competition. This event provides a platform for young speakers to showcase their talents and develop their public speaking skills.

#### Other youth organisations we support:

- Purpose Path Bahamas
- The Bahamas Primary School Student of the Year Foundation
- Red-Line Athletic Track Club
- Goodwill Swimming Club



#### **Spreading holiday cheer!**

Christmas Joy Drive - Our people made cash donations to purchase Christmas gifts for the children at the Ranfurly Home for Children.



#### How we helped

We helped to spread holiday cheer at Christmas time by surprising the kids with presents and a pizza party.

## 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.



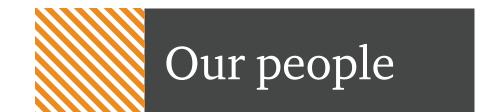


## **Know Your Colleagues**

Our Social Committee organises events throughout the year for our people to discover more about each other and strengthen their relationships.

As a people-centred organisation, we understand deeply that our success is fueled by having an engaged, committed and excited workforce. Our speed networking event 'Know Your Colleagues' was a fun, fast-paced and joy-filled event not soon to be forgotten.





## Be Well, Work Well

Twenty+ members of our team hit the pavement to participate in the **University of The Bahamas UBFit** Fun Run Walk, the main fundraiser for the institution. We were PwC strong in powering to the finish line in color!





## Be Well, Work Well

PwC Bahamas' Summer Wellness Games is a fantastic opportunity for our team to bond, engage in physical activities, and alleviate stress. These sessions were part of our Be Well, Work Well programme, promoting overall well-being and a healthy work-life balance.

Games: Laser tag, tennis, flag football,aqua aerobics, paint ball, volleyball, obstacle course.



**Culture Fest.** 

## Our people

## **Celebrating our people** and their diversity at our annual Food and

Our people experience team organises events throughout the year to celebrate the diverse cultures at our firm and to unify our people.

## **Inclusion and Diversity**





## Our people

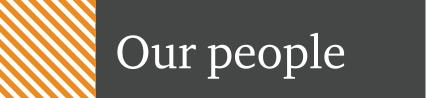
## **Inclusion and Diversity**







We are a diverse team of creatives working together to create a masterpiece. 46 members of our team participated in an art challenge to create two custom-designed murals, providing a perfect escape to step away from laptops and get creative.



#### Women at PwC

Celebrating International Women's Day #InclusionMatters

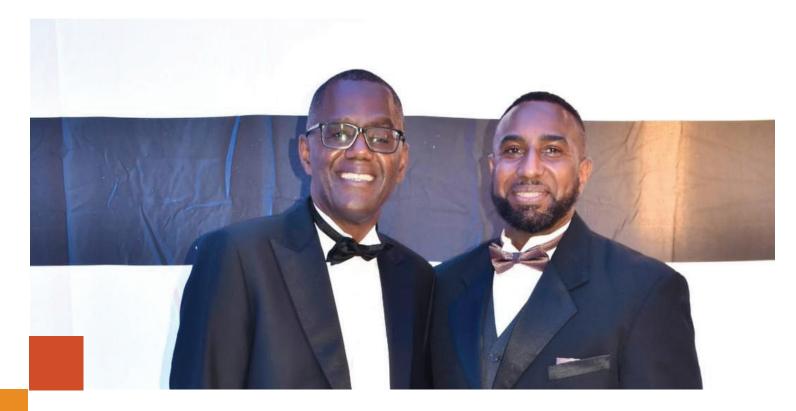


## Our people

## **Congratulations!**



We are #PwCproud of the accomplishments of our Territory Leader, **Prince Rahming.** Prince was featured in the Lyford Cay Foundation's (LCF) Annual Report publication, as a former LCF scholar who was awarded a scholarship. Prince is shown with students of FOCUS, the Foundation's youth programme which affords Bahamian students and young college students with educational opportunities.



Prince was also a 2023 honouree and a recipient of the Saint Augustine's College (SAC) Alumni Association's Spotlight Award. As former high school graduates of SAC, Prince now joins our Advisory and ESG Partner, Kevin Cambridge, a 2019 recipient of the Award.

The Spotlight Awards recognise leading alumni, faculty members, or students whose accomplishments, leadership, and public service have brought regional and national attention to SAC as a leading private high school in The Bahamas.

## Responsible business

## Supporting industry growth





**Bahamas Institute of Chartered Accountants** 











## Responsible business

## **Key thought leadership**









# End notes 1. PwC's fiscal year extends from July 1,

1. PwC's fiscal year extends from July 1, 2023-June 30, 2024. The data and context in the report is from that time period, unless otherwise indicated.



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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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