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The Environmental Policy of PwC Greece is based on PwC's global net zero commitment while it also includes local priorities and initiatives for our local communities.

Our net zero commitment and strategic priorities

PwC has made a worldwide science-based commitment to achieve net zero greenhouse gas (GHG) emissions by 2030. The commitment includes supporting our clients to reduce their emissions as well as reducing those from the PwC networks' operations and suppliers. PwC commits to decarbonise its operations in line with independently validated science-based targets, including its travel footprint, and neutralise its remaining climate impact through carbon removal projects. It will also engage its suppliers to help them tackle their climate impact.

PwC Greece has embraced this commitment and made it a territory strategic priority since the beginning. We are aligned with the global strategy and annually report our GHG emissions to the global network's platform. Our key goals are:

- **Scope 1 & 2:**
Reduce GHG emissions from our direct energy and fuel consumption by 50% from a FY19 baseline by FY30.
- **Scope 2:**
Accelerate our transition to 100% renewable electricity.
- **Scope 3 - Travel:**
Minimise our total travel emissions gradually reaching 50% reduction by FY30 compared to FY19 baseline.
- **Scope 3 - Purchased goods & services:**
Engage, whenever possible, our suppliers (by emissions) to have set science-based targets to reduce their own climate impact.
- **Offsets:**
Transition to 100% carbon removals by FY30.

Complementary to our net zero commitment, PwC Greece undertakes **environmental initiatives engaging our people**. Such examples are biodiversity support programmes, waste management and recycling programmes in our buildings, sustainable nutrition awareness for our people, forest clean up and relevant initiatives with our volunteers.

Environmental Management System

We are committed to continuously improving our carbon footprint and complying with applicable **National and EU legislative** and other requirements related to our environmental footprint. Aligned with our net zero commitment and in order to improve the quality of our environmental performance, we have developed an Environmental Management System in accordance with the requirements of the international standard **ISO 14001:2015**. We are committed to develop, operate, and continuously improve our integrated Management System in accordance with the requirements of the International Standard ISO 14001:2015 that meet our needs.



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We intend to maintain, develop, and improve the management system on a periodic basis, with the primary objective of ensuring proper environmental management.

To achieve this:

- We are continually improving existing mechanisms and processes by **upgrading** them with new and innovative technologies and resources, leveraging our knowledge and experience.
- We make our policy **available and accessible** to all stakeholders.
- We consider environmental issues in the **activities and services** we undertake.
- We **monitor** PwC Greece's environmental processes and implement the necessary **corrective actions and remediations**, when and where required, to solve problems and eliminate errors and faults.
- In our environmental activities, we always operate within a framework of mutual respect, trust, constructive cooperation, and good communication.

For the success of the above, we have the following commitments:

- our Top Management endorses and ensures that we implement our net zero commitment and other environmental initiatives;
- our Top Management, Partners and staff actively participates in the continuous improvement of our environmental management;
- our Partners and staff are accountable and have a duty to
 - embrace the PwC Greece guidelines for waste management and reducing waste;
 - take into account the "Think before you travel!" responsibility as described in the [Travel Policy](#);
 - minimise water consumption and report any water leakage if noticed;
 - contribute towards the achievement of our net zero targets through rational electricity consumption and heating/ cooling systems use, and considering most environmentally sensible means of transport.
- monitor our environmental footprint, report to the global network and take every necessary action to reach our net zero goals; and,
- ensure that every supplier and any other third party we collaborate with realises the significant impact of their work to the environment and adhere to PwC Greece's relevant policies and procedures.

This Policy is fully endorsed by the Top Management and is being reviewed annually.

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