

Our Environmental, Social and Governance (ESG)

Highlights 2022



**From meaningful change
to measurable value.**





The New Equation: Building trust and delivering sustained outcomes

Welcome

Our ESG Highlights 2022 report provides a snapshot of our Environment, Social and Governance (ESG) impact for the period 1 July 2021 to 30 June 2022, unless otherwise stated.

The publication is for all our stakeholders including our people, alumni, potential and existing clients, policymakers, regulators, professional and community organisations, suppliers and the wider community. We hope you find it useful.

A message from our leaders

Businesses have a responsibility to be a force for good in society, accountable not just to shareholders but to all stakeholders: staff, customers, communities, policymakers, regulators and society at large. This is necessary for companies to maintain a social framework to operate, but more importantly, it's crucial to maintaining healthy societies on which we all depend.

On issues from diversity to sustainability, we must work to make sure that today's solutions don't become the problems of tomorrow – and that society's past mistakes aren't a part of the future. Recent events from war to the energy crisis have put a spotlight on the need for a more just society. Urgency is building to act – now.

On the sustainability front, there's no time to wait. Climate change isn't coming; it's here. From water shortages and worsening hurricane seasons to increasing temperatures, we're already facing the impacts. However, the science indicates that impacts will intensify and that Caribbean countries along with other small-island developing states will be disproportionately impacted.

Our ESG report articulates how PwC Jamaica is placing Environmental, Social and Governance (ESG) at the centre of our business, it informs our strategic decisions as we track the progress we are making. We share our core activities aligned with our commitments and priorities and how we are collectively working at the regional level to make a difference.

Our purpose is to build trust in society and solve important problems, and together with our values, have been essential to addressing the opportunities and challenges we face. We understand that trust has never been harder to earn or easier to lose. So, we are focused on helping our clients build trust with their stakeholders across all aspects of their business. Equally, we are focused on helping companies develop and translate their strategic objectives into sustained outcomes that propel them forward. These are the two interconnected principles of PwC's [The New Equation](#) strategy.

We believe that now is the time to take bold action because it's the right thing to do, and the only way to secure a future that will be better for all.



Bruce Scott
Territory Leader



Carolyn Bell-Wisdom
ESG Leader



Gail Moore
Environment Leader



Kimblan Batson
Diversity & Inclusion Leader





PwC's commitment to the four World Economic Forum's Stakeholder Capitalism Metrics and the 17 UN SDGs

- PwC became one of the first organisations to publicly endorse the **World Economic Forum's (WEF) Stakeholder Capitalism Metrics**. We actively encourage our stakeholders and business partners to consider adopting the metrics for their reporting.



People



Planet



- As part of our commitment to promoting transparent and comparable reporting, we are including an overview of our disclosures based on the Stakeholder Capitalism Metrics. We do not consider some of the Metrics as material for us as a professional services network.



Prosperity



Governance

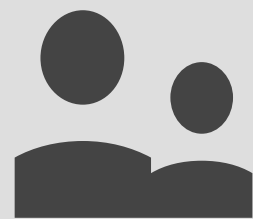


People

SUSTAINABLE
DEVELOPMENT
GOALS



337



Number of people
employed by PwC in
Jamaica*

Number of **partners** in
Jamaica **14**

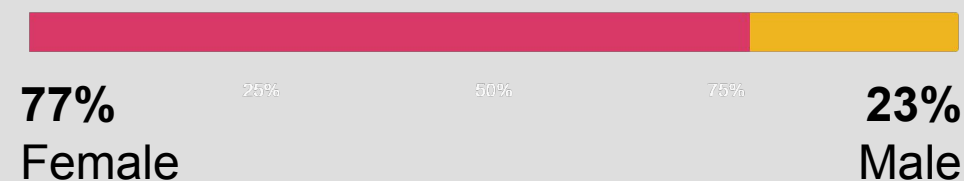
49

Training hours
(completed courses)
per employee in Jamaica

Global People Survey FY22 results - Jamaica

- 87%** Are proud to work at PwC
- 68%** Would recommend PwC as a great place to work
- 78%** Feel their personal values align with the values demonstrated at PwC

Gender ratio at PwC Jamaica*



Global **gender pay gap**
data published for first time.



Number of new hires globally

148,000



Target set for **50%** of partners
of PwC in Caribbean firms to be
women, by 2030





PwC is committed to

Net Zero by 2030



PwC Jamaica total
greenhouse gas
emissions

921 tonnes

(increased by 31.9%
over FY19 due to a
return to some
pre-COVID operations)



PwC received **validation**
in July 2021 for our net
zero emission reduction
targets from the **Science
Based Targets initiative**
(SBTI)

90%

of our electricity used
across our network **has
come from renewable
sources.**



17% decrease in total
electricity consumption in
our Jamaica offices since
FY19



Our **ESG Academy** is
enabling all PwC
partners and staff to
integrate fundamentals
of ESG into their work

Prosperity

SUSTAINABLE
DEVELOPMENT
GOALS 



J\$6M investment in
Jamaican community

** Cash donations, value in kind, and
educational funding*



9 beneficiaries reached on
island (NGOs, teachers &
learners, social enterprises)

16 Jamaican interns and
associates hired in FY22



Total volunteering time of
our people in Jamaica

166 hours

Advancing on our commitments to
inclusivity and upskilling in our communities
through New world. New skills.





Governance

SUSTAINABLE
DEVELOPMENT
GOALS

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



Our purpose is to build trust in society and solve important problems.



Our **Code of Conduct** sets out a common framework around how we expect our people to behave and to do the right thing.

We also have specific codes of conduct for our work on tax, the **third parties** we work with and principles for those who join PwC from government and vice versa.

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



Our values

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



Each year **100%** of our Jamaica partners and staff complete ethics and compliance training.

Our **Caribbean governance board** met formally six times and informally seven times during FY22. All meetings were held virtually. Our **global governance board** met twelve times during the same period. All but two of those meetings were held virtually.



Ethics helpline

We offer a safe place for our people and third parties to report a concern or ask a question.

Environment. **Our global commitment:**

Net Zero by 2030



Environmental sustainability is a core focus for PwC and we've been a proud signatory to the UN Global Compact (UNGC) since 2002.

- **Our net zero commitment will require us to transform our business model to decarbonise our value chain**, increase transparency, and support the development of robust ESG reporting frameworks and standards.
- PwC will also engage with clients and suppliers to support them in tackling their climate impact.

Environment. **Our global commitment:**



Our approach to **delivering on net zero** is based on the carbon mitigation hierarchy:

Avoid - eliminate our impact through design (rethink business strategy)

Reduce - do what we do more efficiently

Replace - replace high carbon energy sources with low carbon ones

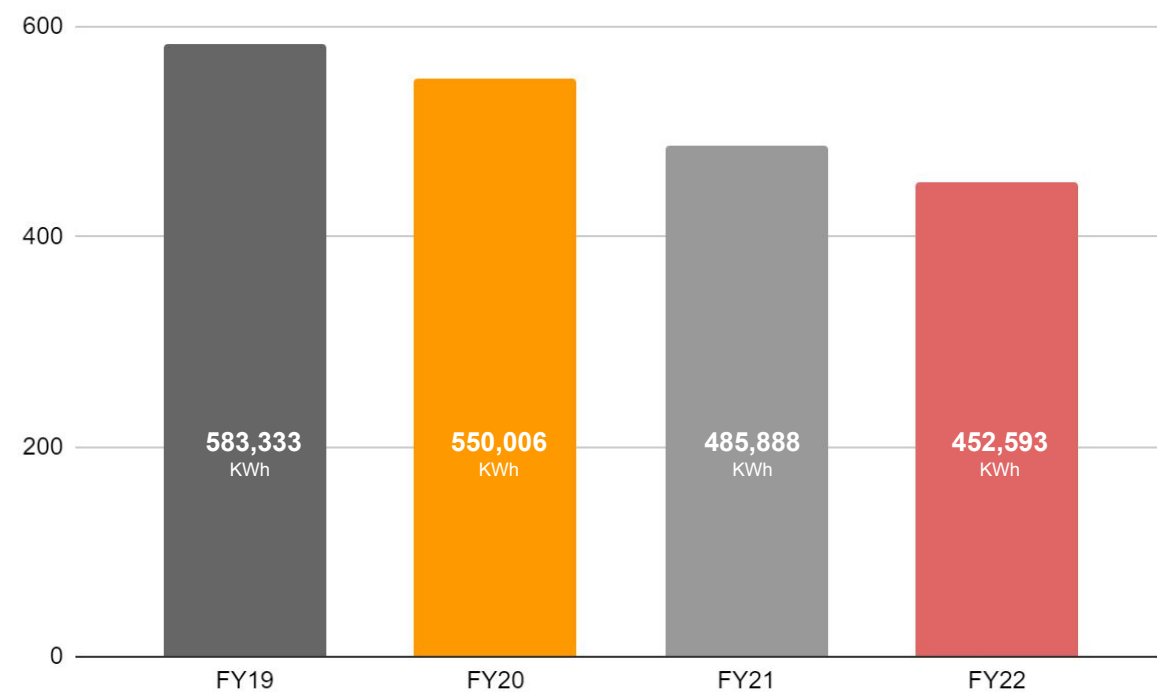
Offset - offset emissions that are not eliminated by the above



We offset 100% of our firm's unavoidable energy use and air travel



Total electricity consumption



Environment

Carbon dioxide emissions	FY22	FY21	FY20	FY19
Total emissions/tonnes CO2e	329	347	490	698
Total carbon emissions per employee/tonnes CO2e	1.06	1.02	1.56	2.39
Business travel/kilometres flown	194,704	169,764	661,201	1,387,152
Purchased electricity per employee	1,459	1,441	1,757	2,004



Carbon offset purchases

Since 2018, the projects PwC supports have helped create and sustain landscapes, support local economic and social development, renewable markets and the development of a mature voluntary carbon market.

[Explore the projects PwC supports here.](#)

In line with our net zero commitment, we have enhanced our reporting, extending our data collection and GHG emissions disclosures and increasing our scope to include both our operations and indirect supply chain in line with our Science-Based Targets, set at a network level.

Environment. **Our commitment:**



2021 Coastal Cleanup

Beach cleanups help to reduce litter, protect our ocean and raise awareness about litter and plastic pollution.

We are #PwCProud of our people who showed up to create a cleaner and safer environment at our 2021 Coastal Cleanup initiative at Palisadoes Go Kart Track. In addition to removing debris, data was also collected and shared with the Jamaica Environment Trust which tabulates and shares all national cleanup data with the Nature Conservancy in the USA.

2 sessions

50+ volunteers

2000+ plastic bottles collected



Environment. Our commitment:



Supporting the Jamaica Environment Trust



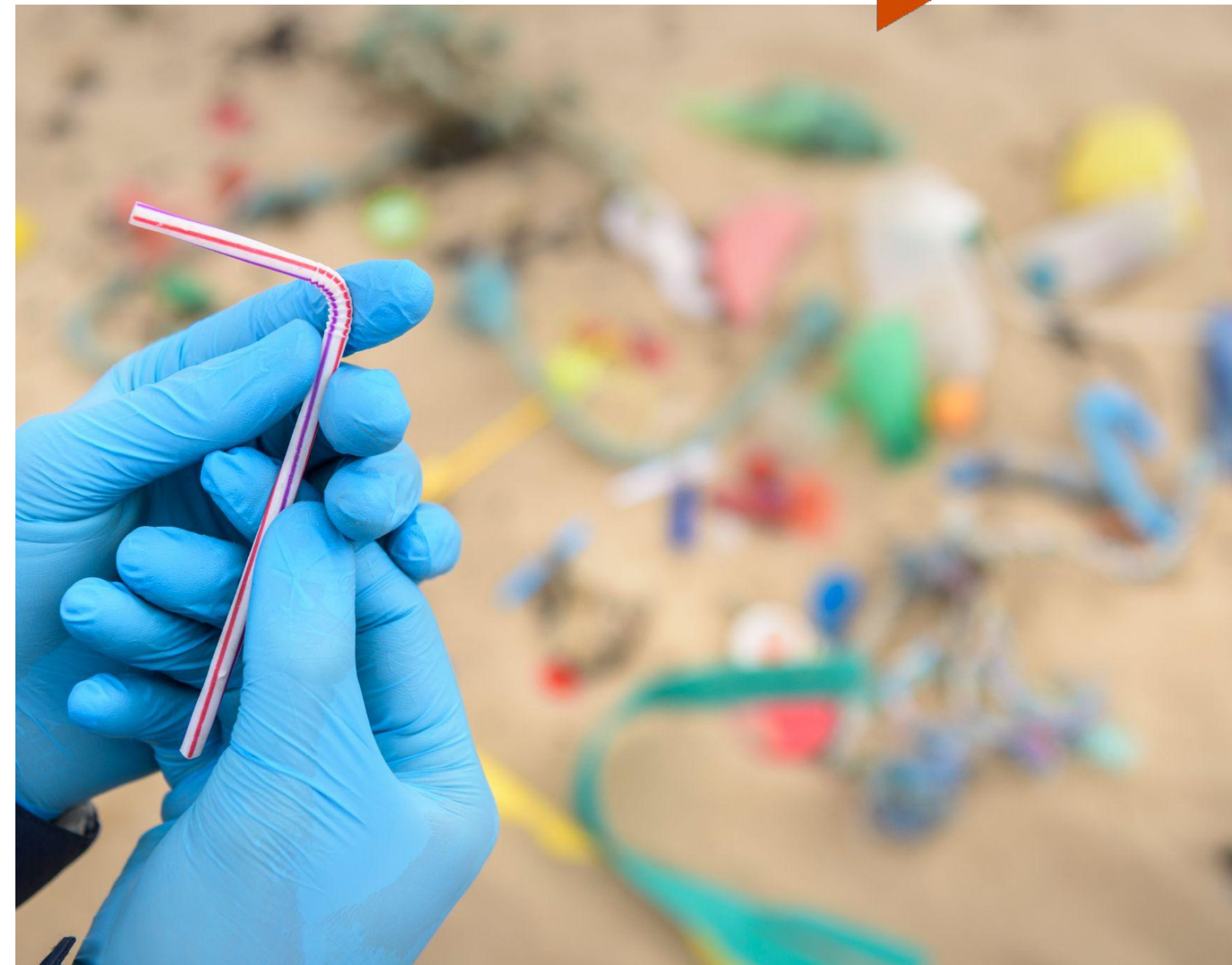
Ahead of World Environment Day (June 5), which encourages worldwide awareness and action to protect our environment, PwC Jamaica reaffirmed our support for the work of the Jamaica Environment Trust in environmental education and advocacy with a donation of J\$500,000 to the organisation.

*Donation made on 31 May, 2022, symbolic presentation held on 17 September, 2022.

Environment. **Our commitment:**

#BeTheSolution

We support Jamaica's plans to move forward with a policy to regulate the use of single-use plastics. As a firm, we are limiting the use of **single-use plastic** items in our offices and corporate events; and **we build awareness of the plastics issue among our employees to encourage behaviours that help tackle plastic pollution, including recycling, reusing, and annual beach clean-ups.**



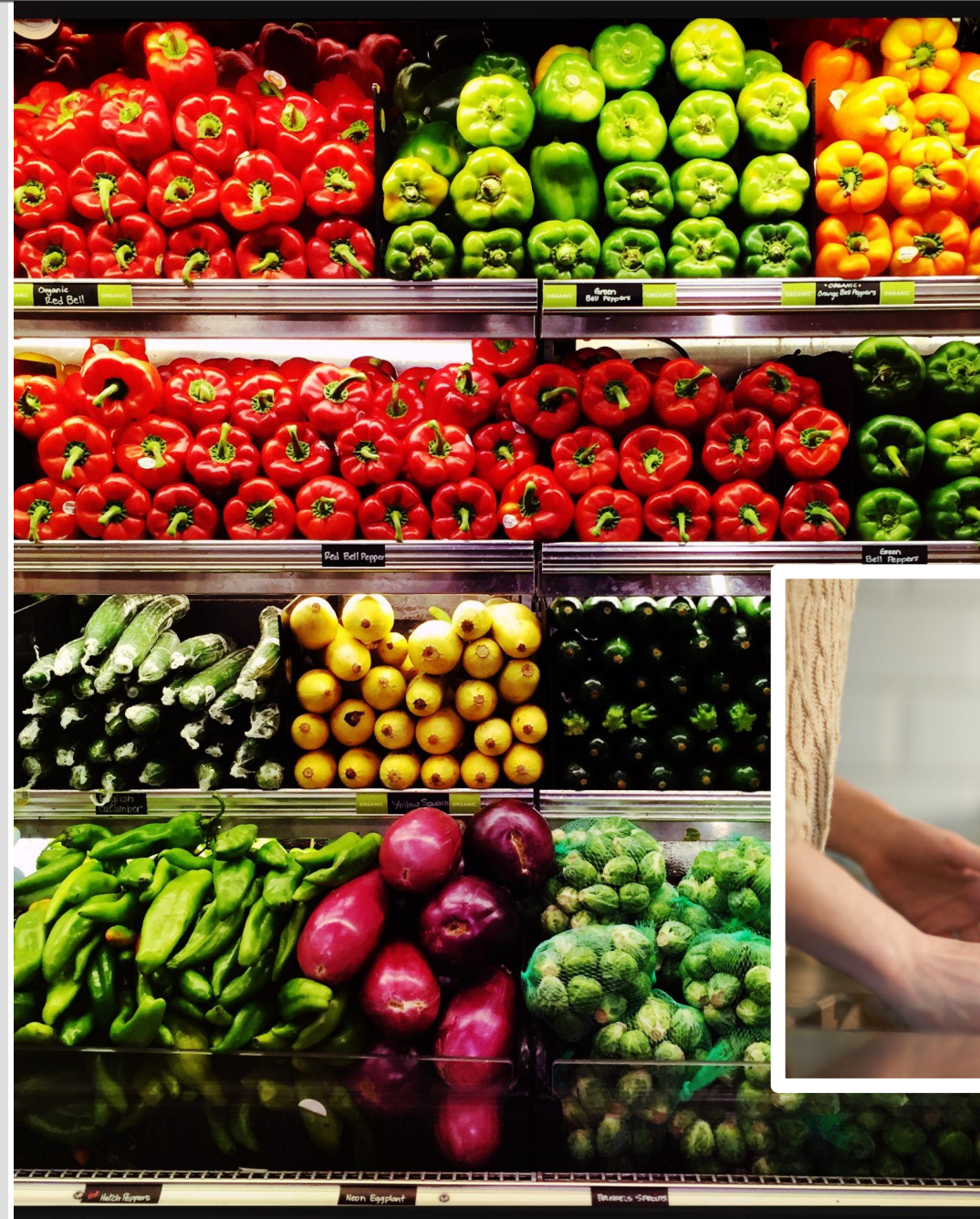
Environment. **Our commitment:**

Count Us In!

Count Us In is a **global** ten year project, aiming to inspire **1 billion people** to significantly reduce their carbon impacts, and challenge leaders to deliver the necessary changes to support Net Zero by 2030.

As part of our Net Zero commitment, our people have been signing on to commit to one or more of 21 steps that have been identified as the most effective ways to reduce personal carbon footprint.

We're proud of our people pledging to take a variety of steps including: **Switch Your Energy, Repair and Re-use, Cut Food Waste, Wear Clothes to Last and Walk and Cycle More.**



131kg CO₂
saving potential
per person



Our community. **Our impact:**

Care packages for St Michael's

Hunger and food insecurity in Jamaica, like many countries, was exacerbated by COVID-19. Our partners and staff actively support community causes such as adopting schools in need of additional support. Our people made a combined contribution of J\$500,000 towards the creation of 100 care packages with groceries and treats for students at St. Michael's Primary School.

The care packages were presented to grades one to six students and contained essential food items, topped off with popular local snacks and Christmas treats.



100
care packages

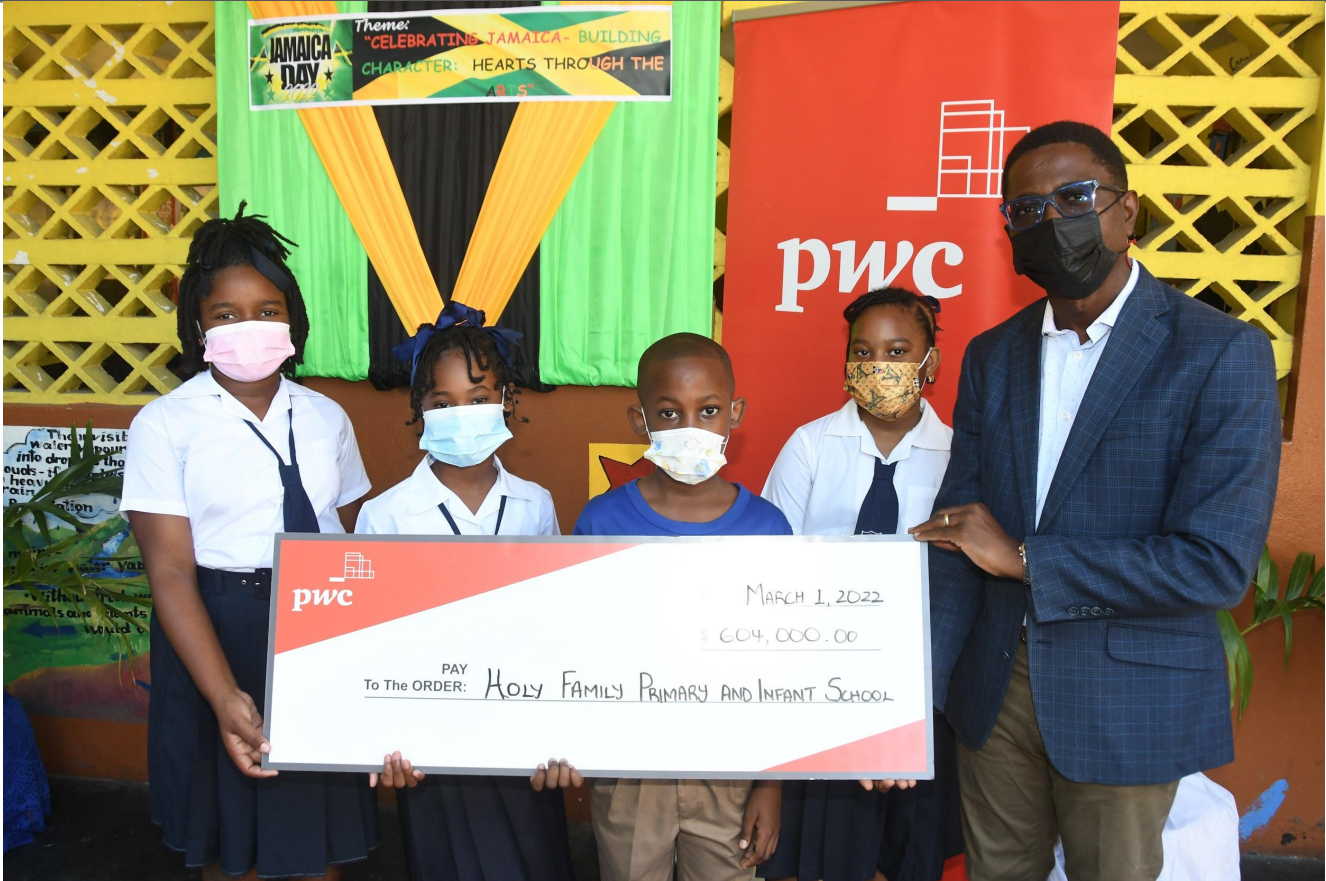
20
staff volunteers

J\$500,000
donated by staff & partners

Our community. **Our impact:**

Renovation kickstart

Through contributions from our partners and staff, we donated J\$604,000 to Holy Family Primary and Infant School to cover the cost of construction materials to retrofit two buildings -- the grade 6 block and Sister Benedict Chung building -- with additional stairs to improve access to the buildings and the safety of the students, teachers and support staff.



Through public- private partnership PwC Jamaica was able to provide a financial solution to the 10-year-old building safety problem plaguing Holy Family Primary & Infant School.



Our community. **Our impact:**

J\$2M investment for Academic Intervention Programme

We reinforced our commitment to education and community development with a donation valued at J\$2M inclusive of 7 desktop computers, 30 tablets, and 100 access keys to literacy training software, to the Holy Trinity High School, to assist in the enhancement of the institution's Academic Intervention Programme.

Over the last six years, the Academic Intervention Programme (AIP), which began as a simple pull-out exercise, where students who were reading below the required high school level were identified and assisted, has now evolved into a tailored curriculum with designated staff.

The specialised attention offered by the programme has resulted in tremendous impact in the development of the selected students but it is more complex than meets the eye.



100
access keys

7
Desktop units

J\$2,000,000
donated by staff and partners



Our community. **Our impact:**



Jamaica Cancer Society

The Jamaica Cancer Society is a non-profit, non-governmental organisation charged with a mandate to “fight and defeat cancer in all its forms.” PwC Jamaica joined the fight against breast cancer with a donation of J\$200,000 to the Jamaica Cancer Society.

40 mammograms
facilitated through our donation.

Our community. Our impact:



National Poppy Appeal

PwC Jamaica joined fellow members of Corporate Jamaica in making 'steps for vets' by contributing to the National Poppy Appeal Drive. The National Poppy Drive which is spearheaded by the Poppy Appeal arm of the Jamaica Legion, raises funds towards the care of Jamaica's veterans.



Our community. **Our impact:**



82 runners
3 road races

- CB UWI 5K
- Reggae Marathon
- Sagicor Sigma Corporate Run



We run for a cause!
Together we ran over 420 kilometres combined in support of education and health.



Our community. Our impact:

Restroom rehabilitation project

We rallied for **Labour Day 2022**, under the national theme “Mek Jamaica Cris an’ Clean!” our people travelled to Holy Family Primary & Infant School to facilitate the rehabilitation of their student restrooms which have fallen into tremendous disrepair.

The refurbishment was accomplished with fresh coats of paint to the restrooms, installation of new toilet fixtures, mending and replacement of stall doors and other general repairs.



Our community. Our impact:

Closing the digital divide

PwC Jamaica continued to address the digital divide amongst students with donations of laptops to secondary school students of Calabar High School and Kingston College through the David “Wagga” Hunt Foundation.



Our people

At the heart of everything we do

This past year has been another challenging one for people everywhere. Our “**people first**” approach continues to guide our actions. We’ve remained focused on keeping our people safe, supporting their wellbeing, providing them with the flexibility they need to manage the often-competing demands of professional and personal lives, offering them opportunities to develop new skills, and continuing to build a diverse and inclusive workforce.

We’re continuing to build a diverse and inclusive workforce.

Employees 337



23% Male
77% Female



Our people

#WFH:



Over **70%** of
our employees

work in a fully flexible, hybrid working model that
enables our people to **choose whether to work
from home or the office at least 3x a week.**



Our people



Celebrating Long Service

26% have worked at
PwC Jamaica **10 years+**



Our people

It was a great year in the professional and personal achievements of our people.



Well done Domenic Williams!
2021 recipient of the Governor General's Achievement Award.

Professional development

Certification helps show that one is committed to mastering their skills and knowledge in their field. During FY22 our colleagues showed their willingness to maintain a high level of knowledge and skill in their profession with successful passes in both the CPA and ACCA exams.

Leading by example

Leighton McKnight, CD who retired as Territory Leader in June 2022 accepted his honorary doctorate in business administration from the University of the Commonwealth Caribbean (UCC), which serves as a symbol of his exemplary service to the nation.



*Until June 30, 2022

Our people

2021/22 PwC Scholarship

University students Rogine Hibbert of the University of the West Indies, Mona campus (UWI, Mona) and Romel Samuels of the University of Technology, Jamaica (UTECH) became the 26th cohort of PwC Jamaica's scholarship recipients during a presentation ceremony held at PwC's Kingston Office.

The scholarships valued at a total of J\$560,000 is an annual initiative that awards final year Accounting students who, beyond their financial needs, show exemplary academic ability, strong leadership skills, and a willingness to make a difference in their immediate and surrounding communities.

It also facilitates an internship at the firm which provides the scholarship recipients with exposure to the field of Accounting along with mentorship from the firm's experienced professional accountants.



Our people

Farewell!

It was with heavy yet joyous hearts that we said farewell to an industry giant and our fearless leader as he closed this chapter on his illustrious career, outstanding leadership and unmatched philanthropy.

We thank you Leighton McKnight for your service; and we wish you a safe and pleasant journey as you pursue new adventures.

As of June 30, 2022, Leighton McKnight, CD retired from PwC Jamaica as a Partner and territory leader.



Our people

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. The team led by **Rashelle Clarke**, and including **Alisha Bartholomew**, **Shanday Davis** and **Shanique Grant** has implemented:

- Plastic Free July
- Suicide Prevention Awareness
- Mental Health Awareness (Mental Break Challenge)
- Breast Cancer Awareness
- Diabetes Awareness



Mental Health Break Challenge

The HC Team is lost, how well do you remember the office, help us find each other?

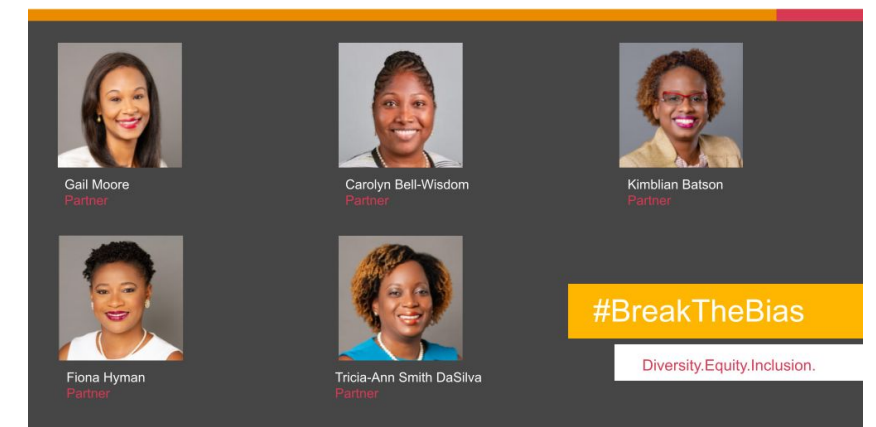
- Visit the Be Well Work Well Community at **10:00 am; 12 noon and 3:00 pm**
- You will see 2 lost HC members - figure out where they are (e.g. Advisory Leader Office on the 8th Floor)
- Like our post, tag a colleague from the Montego Bay office in the comments and ensure both of you send your answer to jm_humancapital@pwc.com

Lots of fun prizes to be won, but you have to be in it to win it!

See you soon.



Four dimensions of Be well. Work well.



We are
**#PwCproud of
our women in
leadership!**

Join us on **Tuesday, 8 March at 3:00 pm** for an energized and thought-provoking discussion led by our female partners as they share their wealth of experiences navigating the corporate and private landscape on their career journey and the obstacles they have overcome to date, as we celebrate women, our women.

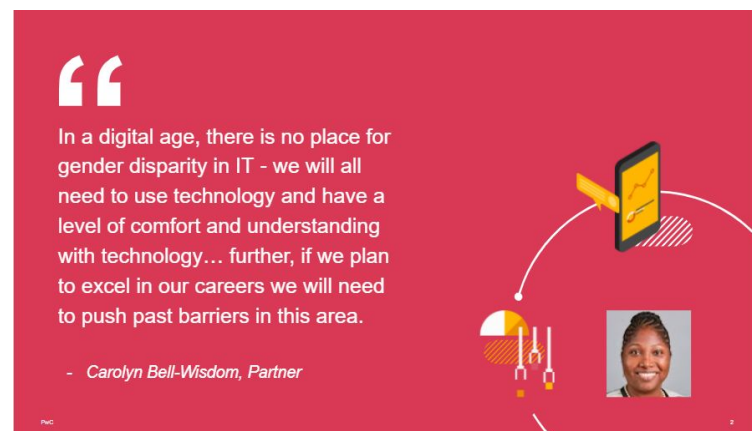
Invite to follow!

© 2022 PricewaterhouseCoopers. All rights reserved. PwC refers to the Jamaica member firm, and may sometimes refer to the PwC network. Each member firm is a separate legal entity. Please see www.pwc.com/structure for further details.

Our people. Diversity and Inclusion:

Diversity and Inclusion committee

Led by **Kimblian Batson**, our Diversity and Inclusion committee is tasked with leading and driving initiatives and events that bring awareness to D&I issues in the **workplace**: **Alisha Bartholomew, Tanice Brown, Kerishè Higgins, Charmaine Burris-Keyes, Dana Coley, Shemion Fairley, D'Andra Francis, Dionne Golding, Danica Mitchell.**



We're raising awareness for D&I issues among our people:

- **Spotlight on disabilities** - We launched our Disabilities Scholarship programme which awards an annual scholarship valued at \$200,000.00 JMD to registered students. The award is available to students with a disability who are Jamaican Nationals studying at the University of Technology, Jamaica or University of the West Indies, Mona Campus. Congratulations to the inaugural recipient, Laron Williamson.
- **Focus on culture** - we showcased our culture and creativity by hosting a holiday decorating and Christmas card competition.
- **Balancing gender in digital** - our female team members shared their thoughts and experiences during a panel discussion titled, Living in a Digital Age: Balancing the Gender Disparity in IT.

Addressing social injustice

PwC remains deeply committed to helping to end systemic racism and injustice around the world. We have continued our efforts within our network while also working with other business leaders and marshalling support and resources externally. **PwC co-founded the CEO Action for Diversity and Inclusion, a CEO-led business community dedicated to supporting more inclusive workplaces.** Locally our Diversity & inclusion team held a series of internal sessions with our leaders on race and gender.

Our people. Diversity and Inclusion:



Council Members:



Kimblian Batson
Partner sponsor



Dionne Golding
Co-sponsor



Alisha Bartholomew



Tanice Brown



Charmaine Burris-Keyes



Danica Mitchell



Dana Coley



Shemion Fairley



D'Andra Francis

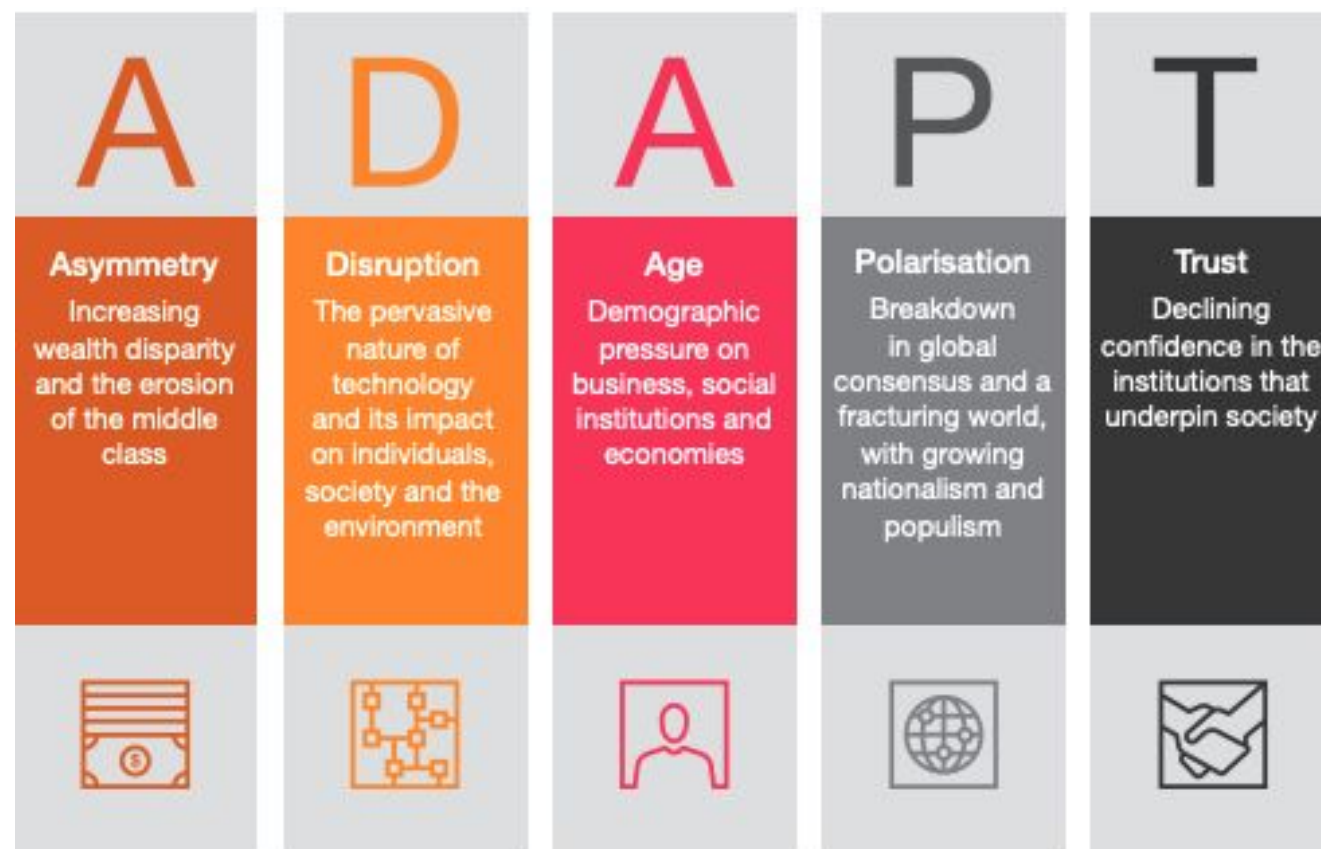


Kerishè Higgins

Our Diversity and Inclusion committee is leads and drives initiatives and events that promote awareness for D&I issues in the workplace.

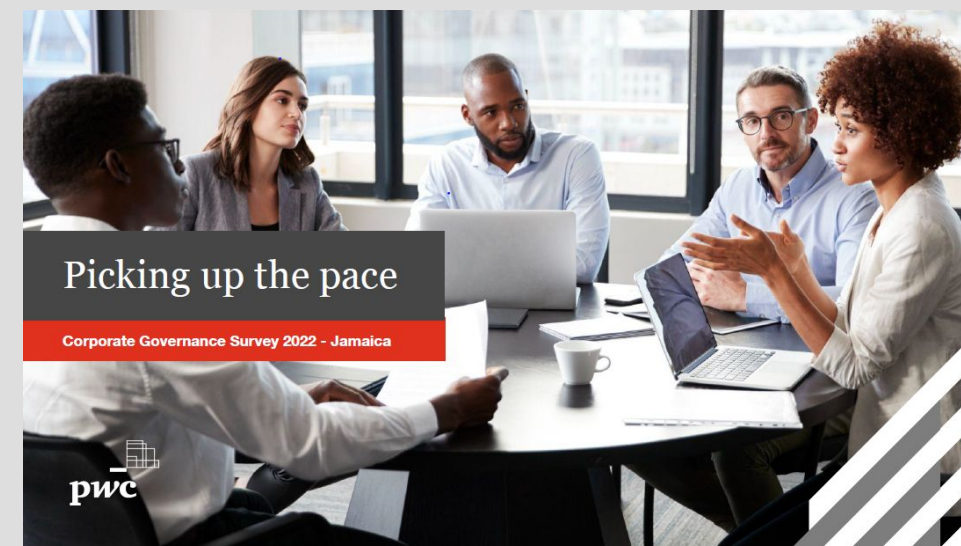
Responsible business

A catalyst for thought leadership

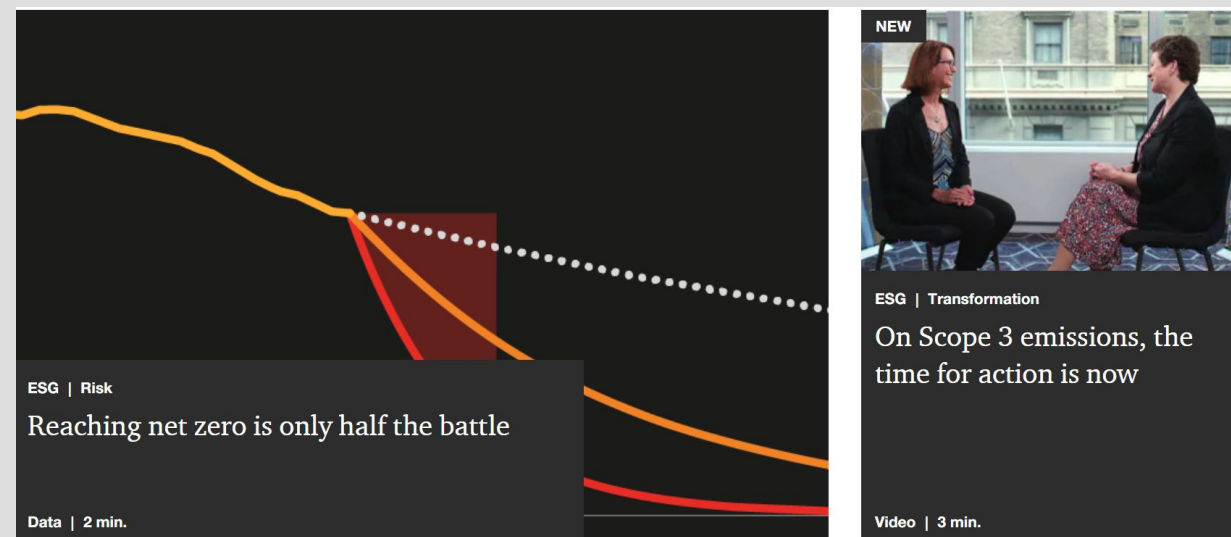


It has become apparent that the long-term phenomena of the Megatrends are already upon us. Governments, organisations and society are all struggling with the near-term manifestations of these trends and looking for answers. **We are helping our clients to focus on these challenges using a framework we have called ADAPT.**

PwC launched its PwC in the Caribbean Corporate Governance survey 2022 and expanded its ESG conversation



The Leadership Agenda - insights curated to help global leaders build trust and deliver sustained outcomes



Responsible business

**US\$50,000 donation
to help Haiti**

Stepping up in times of need

On 14 August 2021, a 7.2 magnitude earthquake caused widespread damage and significant loss of life in south-western Haiti. PwC's Jamaica and Caribbean region engaged its staff, who wanted to support their local community. This resulted in a US\$50,000 donation being made to local relief agencies, raised through a combination of contributions from staff as well as a donation from PwC in the Caribbean firms.

The New Equation: PwC's new strategy

Our strategy, **The New Equation**, is about how PwC brings together unique combinations of people, powered by technology, galvanising ourselves as a community of solvers to address those dual challenges.

PwC has committed to:

Over **US\$12bn** of investments over the next five years

The creation of over **100,000** net new jobs.

PwC will expand **Centres of Excellence for ESG** specialists and has created a **global ESG Academy** which is enabling all PwC partners and staff to integrate ESG fundamentals into their work.



The New Equation is a community of solvers coming together.

We've all been told what one plus one adds up to. But if you bring together the right combinations of people and technology in unexpected ways then it can be something greater.

At PwC, it all adds up to The New Equation.

Learn more at pwc.com/xx/TheNewEquation



We have a huge opportunity to reshape PwC's broad range of client services across all industries to accelerate the transition to a net zero future together. We are also excited about supporting organisations on their ESG journey as they modify their boardroom agenda and reshape their strategies to integrate ESG into their operations and disclosures.”

- **Bruce Scott**
Territory Leader, PwC Jamaica

Endnote

PwC's fiscal year extends from **July 1, 2021-June 30, 2022**. The data and context in the report is from that time period, unless otherwise indicated.

Connect with us!



www.pwc.com/jm

©2023 PricewaterhouseCoopers. All rights reserved. PwC refers to the Jamaica member firm, and may sometimes refer to the PwC network. Each member firm is a separate legal entity. Please see www.pwc.com/structure for further details. This content is for general information purposes only and should not be used as a substitute for consultation with professional advisors.

