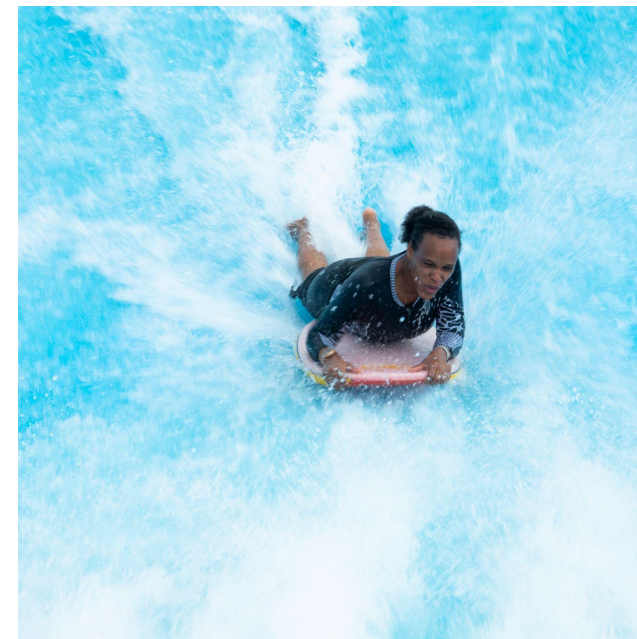


# Our year of solving together



Welcome to our **Sustainability Highlights Report FY23**. This looks at how our community of solvers comes together to deliver on our purpose to build trust in society and solve important problems for our clients and stakeholders.

The rapidly-changing and turbulent environment we live in today is making it even tougher for organisations to achieve sustained outcomes. On behalf of our firm, we'd like to say how proud we are of what our people have achieved this year to support our clients, community and wider society.

We are grateful to each of them for their hard work and dedication in delivering on **The New Equation** – our PwC global network strategy to help leaders build trust and achieve success.

If you have comments or questions, don't hesitate to get in touch.



**Brian Hackett**  
Territory Leader,  
PwC Trinidad and  
Tobago



**Tonika Wilson-Gabriel**  
ESG Leader,  
PwC Trinidad and  
Tobago



**Zia Paton**  
Consulting Leader,  
PwC Trinidad and  
Tobago

FY23



# PwC's global network

In this year's Global Annual Review, PwC shares some of the ways we are delivering on our purpose to build trust in society and solve important problems, focusing in particular on how we are helping businesses and other stakeholders navigate the tectonic changes of climate and AI.

We draw on the collective skills and experience of more than **360,000 people in 151 countries**.

Our headcount grew by 11.1% this year to over 364,000, so we're already two-thirds of the way to our goal of **creating 100,000 net new jobs over five years**.

[Read more of our PwC global network highlights here](#)

## Highlights of our year

We have continued to make significant progress on the commitments we made when we launched our strategy, *The New Equation*, in June 2021:

PwC's global network is continuing to invest

**US\$1 billion**

in a multi-year programme to empower our auditors to deliver next generation, technology-assisted audits.

**17 acquisitions and 5 strategic investments**

to expand PwC's professional capabilities in key areas from climate to climate to cybersecurity.

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 FY23.

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

This year PwC is again reporting against the [core metrics](#) that cover the four key areas of: Principles of Governance, Planet, People and Prosperity.



# People

## Solving together

Our people are helping to solve the important problems of the 21st century.

I am proud to work at PwC:

**86%** agree

– Global People Survey (Trinidad and Tobago) FY23 results



# People

**260**

people employed  
by PwC Trinidad  
and Tobago



**66%**

of our workforce  
is female

**7**

nationalities  
disclosed

**100%**

of our people  
work flexibly

**58%**

of PwC partners  
in Trinidad &  
Tobago are  
female

**71**

new hires in  
FY23


# Planet

We are **on track** to reach our own net zero commitments including:

- A **50% absolute reduction in scope 1 & 2 emissions** from 2019 levels by 2030.
- In addition, **244,766** active PwC partners and staff took part in **sustainability upskilling courses** in the past three years, equal to **67%** of PwC network's entire workforce.



# Planet



**PwC Sustainability Academy: Building the skills our people need**



## Carbon offset purchases

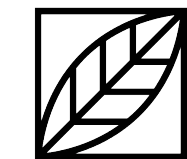
Since 2018, the projects PwC supports have helped create and sustain landscapes, support local economic and social development, renewable markets and the development of a mature voluntary carbon market.

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



## Creating a nature positive future

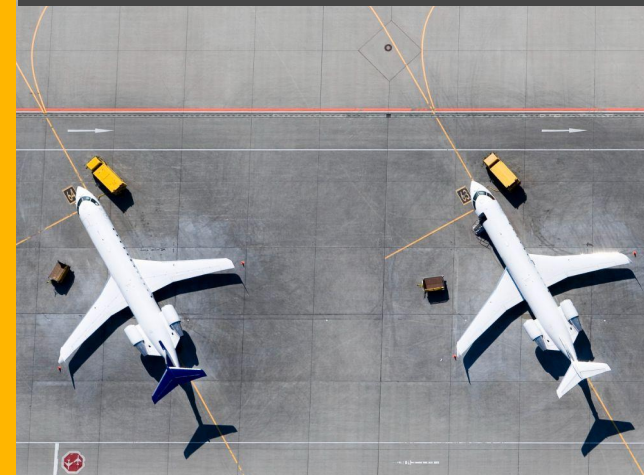
PwC's [Centre for Nature Positive Business](#) unites over 500 nature specialists from across our network, bringing together knowledge in biodiversity, water, forestry, regenerative agriculture and geospatial analysis.



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



**100%**  
renewable electricity usage in all PwC territories by 2030





# Prosperity

## Solving together

We provided our services on a pro bono or discounted basis to:

**5** charitable organisations  
in FY23.



# Prosperity

US\$187,000+

investment in  
community

*Across the world, we contribute to our local communities by volunteering and offering our services on a pro-bono or discounted basis*



Solving together:

477 hrs

volunteering

126 of our people volunteered to support

community activities

# 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.**



# Governance

- **Our Transparency Report is published annually.**
- **Our Global Tax Code of Conduct was updated this year.**

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

**As of 1 July, 2023, PwCIL's Global Board has 19 members who are responsible for the governance of PwCIL and the PwC network. During FY23, the Board met 12 times (FY22: 12). All but four of the meetings were held virtually**



All of our partners and people must complete annual training on PwC's anti-corruption policies and procedures.



Each firm has access to a confidential PwC Ethics Helpline.

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



A lush green forest with a stream flowing through mossy rocks. The scene is vibrant with various shades of green, from deep forest greens to bright highlights where sunlight hits the leaves and water. The stream is narrow and flows over large, rounded rocks covered in thick green moss. The trees are tall and dense, with many thin branches and thick canopies. The overall atmosphere is serene and natural.

# Environment. **Our impact:**

**Our Green Team drives our environmental awareness and sustainability initiatives.**  
Led by *Tonika Wilson-Gabriel* our team includes: *Sheliza Jakeer and Anisa Mohammed.*

# Environment. **Our impact:**

## Creating a more sustainable future together

The 2023 PwC Network Environment Report covers how we are executing our sustainability strategy, including:

**Evolving our services** to help our clients address the challenges of climate change.

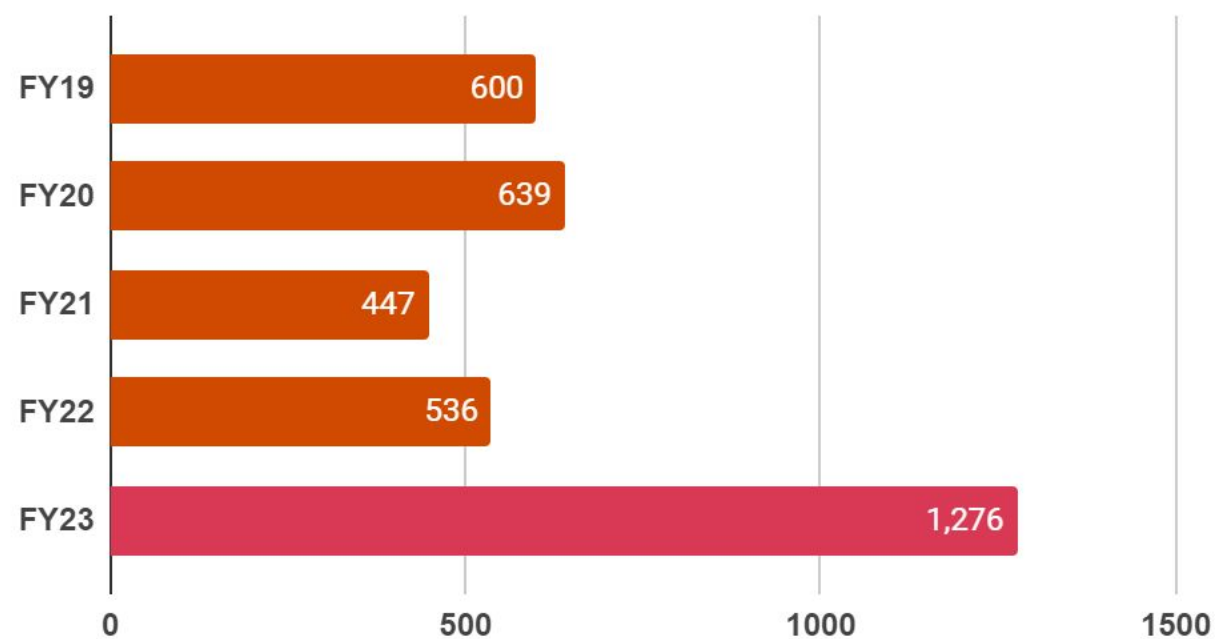
**Building greater business resilience by understanding and adapting** to the physical risks from climate change we identified last year.

**Upskilling our 360,000+ strong community of solvers** so they can support our clients as impactfully as possible to address sustainability issues.

**Reducing our business's impact** through decarbonising our delivery model and working to understand our impacts on nature

# Environment. Our impact:

## Total Greenhouse Gas Emissions tCO2e



## Scope 3 - Purchased goods and services (tCO2e)



We are feeling the devastating impacts of climate change across the world, with global temperatures now at least 1.1°C above pre-industrial levels, and emissions at record-breaking levels. We need to reverse the path we are on.

**At PwC Trinidad and Tobago reducing our total GHG emissions across our business is our priority.** Across the network, we have been transforming our business in response to climate change for a number of years, and continue to do so. We have learnt a lot from our progress so far, and our approach has evolved as a result.

Due to an expansion of our global reporting definition and scope during FY22, we now include purchased goods and services (PG&S) as a part of our scope 3 emissions.

As a network, we have also made a commitment to encouraging our PG&S suppliers (by emissions) to set SBTs, setting a target of 50% by FY25.

There is no PG&S FY19 baseline

# Environment. Our impact:

In celebration of World Environment Day we shared organic, locally grown herbs, flowers and seedlings with our people.





# Environment. **Our impact:**



Volunteers across our firm observed **ESG Week** by, among other activities, cleaning up the shores of Foreshore, Chaguaramas.

**ESG Week** is an annual initiative by PwC firms operating in the Caribbean region to highlight the importance of environmental, social and governance issues. The week is marked by both internal and external awareness events and activities.

# Community. Our impact:

## Bridge of Hope Children's Home

This children's home is home to 42 children aged 1-14 years, each having overcome challenging experiences. At PwC Trinidad and Tobago, we're honoured to support them by providing gifts, food, clothing and shoes for Christmas, and back to school items before the start of the new school year, ensuring they have essentials for a brighter future.

Shout outs to Sheliza Jakeer and Anisa Mohammed, for coordinating these very important and meaningful initiatives for the kids.



# Community. **Our impact:**

## Community art therapy workshop for vulnerable women

Chosen Hands provides a unique sustainable development model to promote wellness, education, mentorship and developmental opportunities. The model primarily uses art and creativity as a vehicle for personal development, healing and self-expression.

Our donation allowed 25 survivors of domestic violence, health care professionals, social workers, and women from the migrant community to participate in a workshop in Black Rock, Tobago. The model always fuses art and wellness and was well received by participants.



**Chosen  
Hands  
“Broken to  
Beautiful”**

# Community. **Our impact:**

## Supporting education

PwC supported the National Secondary School Entrepreneurial Competition (NSSEC) for the sixth year. The program exposes students to practical entrepreneurial training through gamification, simulating real world situations and giving students the hands-on opportunity to experience being actual entrepreneurs.



# Community. Our impact:

## Community football series

Proud to contribute to a local football tournament, providing a stellar platform for homegrown talent to showcase their skills. We are excited to support the growth of our community's football stars.



# People. **Our impact:**

**We cover 100%  
of ACCA and IIA  
exam costs for  
our people.  
including study leave**

**71 hires in the  
Trinidad and  
Tobago firm in  
FY23**

**11 TT interns  
and co-op  
students  
hired in FY23**



People. **Our impact:**

## Be Well, Work Well

**Our Be Well, Work Well team champions:**

- Year-round team activities, wellness activities and sports
- Men's health push up challenge, poetry slam, cancer awareness talk, aerobics, comedy fest, mental health hour
- #pwctakesabreak: Company day in July and office closure in December



# People. **Our impact:**

## Be Well, Work Well

*Team members: Cordel McLean, Justin Thompson, Stacey-Ann Joseph, Kayla Waithe, Sarada Ramlochan and Makedah Harris.*





People. **Our impact:**

## Inclusion and Diversity

**Our Inclusion and Diversity team organizes events and activities throughout the year to celebrate with our people and advance diversity, equity and inclusion at the firm:**

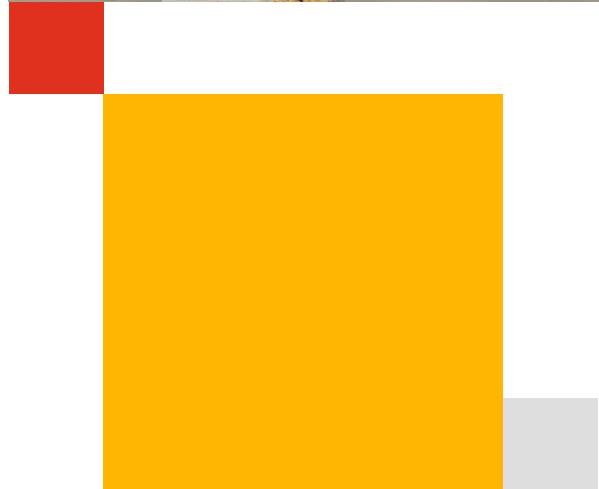
Led by *Zia Paton and Dwayne Rodriguez-Seijas*, our Inclusion and Diversity team includes: *Marsha Ramnanan, Matthew Leach, Anthony Levia, Chandanee Jattan, Krystle George and Maxine Tannis.*

**Find out more about our Global Inclusion First strategy at [www.pwc.com/inclusion](http://www.pwc.com/inclusion)**



# People. **Our impact:**

## Inclusion and Diversity



# Responsible business

A catalyst for thought leadership



American Chamber of Trinidad and Tobago - Tech Hub Island Summit



Trinidad and Tobago Stock Exchange Conference



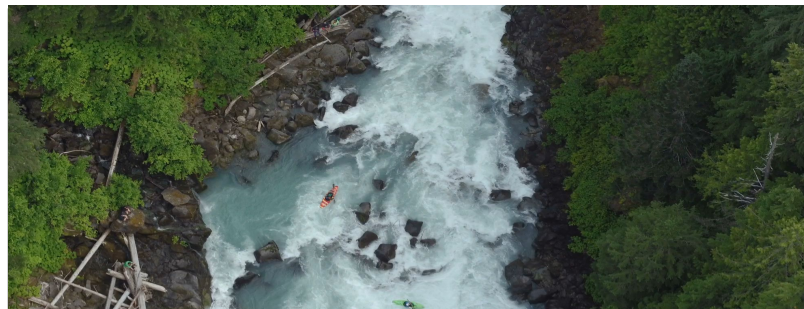
Island Finance Forum



Institute of Chartered Accountants of Trinidad and Tobago - Accounting and Finance Conference

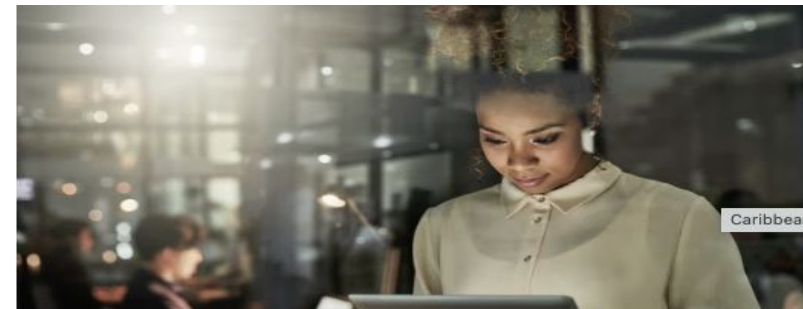
# Responsible business

## Key pieces of thought leadership



### Global CEO Survey

60% of CEOs believe they will see declining growth during the year ahead.



### Caribbean Digital Readiness

“73% of Caribbean businesses find digital transformation has boosted productivity.”



### Caribbean Corporate Governance Survey

More than half of the directors interviewed are of the view that at least 1 board member needs to be replaced, and nearly 40% would replace two or more.



### Global Hopes and Fears Survey

“26% of employees say they are likely to change jobs in the next 12 months.”



### Digital Nation Survey

91% of survey respondents believe that technology can improve the quality of their lives. 66% are advocates for the use of government digital services.



### State of Climate Tech

In 2021, start-ups targeting sectors that are responsible for 85% of emissions attracted 39% of investment. In 2022, start-ups in those sectors attracted 52% of climate tech investment.

## Responsible business

**US\$10,000** donated by PwC in the Caribbean to help in the aftermath of the school dormitory fire that tragically claimed the lives of 20 victims, in the town of Mahdia.

**US\$60,000** donated by PwC in the Caribbean to help victims of the Feb. 2023 earthquake disaster in Turkey and Syria



## End notes

**1. PwC's fiscal year extends from July 1, 2022 - June 30, 2023. 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 151 countries with more than 364,000 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](http://www.pwc.com).

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