Annual year-end report FY18

PwC Ukraine
corporate responsibility

#Part of it:
75% employees volunteered in CR activities

1075 volunteering hours

17 181 hours dedicated to L&D by employees during the year

41 average hours spent on learning and development per employee per year

395 hours of pro bono services

FY18 headcount: women 63%, men 37%

Monetary contribution in CR activities: UAH 149,647

Monetary equivalent of pro bono & volunteering hours: UAH 800,000
### Education, mentoring and volunteering

**Partnership with universities, SOS Children's villages, British Council, Mayor School, WOW Kids Forum**

<table>
<thead>
<tr>
<th>1</th>
<th>Cooperation with universities: courses, case studies and lectures:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>SOS Children's villages</td>
</tr>
<tr>
<td></td>
<td>Mayor School</td>
</tr>
<tr>
<td></td>
<td>British Council</td>
</tr>
<tr>
<td></td>
<td>WOW Kids Forum</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2</th>
<th>64 volunteers</th>
<th>13 universities</th>
<th>636 hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>3 volunteers</td>
<td>5 hours</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>6 volunteers</td>
<td>94 entrepreneurs</td>
<td>350 hours</td>
</tr>
<tr>
<td>5</td>
<td>4 volunteers</td>
<td>10 hours</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>4 volunteers</td>
<td>8 hours</td>
<td></td>
</tr>
</tbody>
</table>

- **Participation in and organisation of more than 80 educational events**
- **More than 70 PwC experts and volunteers involved**
- **1015 hours contributed to skilled volunteering**
- **4 NGOs reached**

- **Education, mentoring and volunteering**
- **More than 70 PwC experts and volunteers involved**
- **1015 hours contributed to skilled volunteering**
- **4 NGOs reached**
Contest:
IFRS Tournament

Courses:
International Taxation Course

Olympiad:
Audit Olympiad

Case studies:
BRAIN WORKOUT: Business Valuation
KSE Case Champ
BRAIN WORKOUT: Transfer Pricing
Community engagement

Partnership with Tabletochki Charity Fund, Down Syndrome Organization, International Women’s Club of Kyiv, Korosten Rehabilitation Centre, Laska Charity Shop

- 60 hours contributed to general volunteering
- UAH 149,647 donated in community initiatives

7 NGOs reached

Charity Days
Fundraising for the Tabletochki Charity Fund:
- Lemonade Charity Day
- Sugar Free Charity Day
- Gingerbread Charity Day
- Charitable auction on PwC New Year party
- Easter Charity Day
- Donation for completing Global People Survey
- Ice-cream market on Children’s Day

Fundraising for the Down Syndrome Organization:
- ‘Lots of Socks’ Charity Day on Down Syndrome International Day
- Laska Charity Shop
- Clothes donation initiative

Supporting children in the Korosten Rehabilitation Centre:
- Trip to the Rehabilitation Centre on the St. Nicholas Day
- Children’s day – Craft Fair

Sport and Charity events
- Down Syndrome charitable bowling competition “Open Hearts”
- The Interpipe Dnipro Half marathon
- Volleyball Business cup
- Chestnut Run

60 hours contributed to general volunteering
UAH 149,647 donated in community initiatives
7 NGOs reached
People: Diversity and inclusion

Promoting well-being and continuous learning: sport activities and personal development

- Yoga classes
- PwC football teams (men's and women's)
Trainings:

Leadership programs:

- **16 hours**
  - **55 Associates and interns trained**
  - **16 hours**
  - **76 Associates trained**
  - **16 hours**
  - **34 new Senior Associates trained**

Tax Academy
- 3 years for Associates – Senior Associates
- 35 participants last year

Advisory University
- 15 participants were nominated to attend

Assurance Academy
- Budget UAH 96,000 per person
- On average each Assurance employee attends 6 classroom training days per year
- 164 Assurance people trained

PwC covers tuition, exam fees and study materials.
Provides paid leave for preparation and exams.

Employees with professional qualifications:

- ACCA - 67
- CFA - 3
- CIA - 4
- HR related - 3
- CIMA - 2
- CISA - 7
- DipIFR - 8
- CAP - 2
- CIPA - 1
- PMI - 1

482 Headcount
Environmental stewardship

Partnership with No Waste Ukraine

We use the alternatives to single-use plastic: biodegradable office pens, glass water bottles and office cups.

- We do waste sorting in the office and promote the culture of recycling.
- We follow responsible printing practices: printing less, paper recycling in the office.
- We make use of appropriate technology solutions to reduce our individual carbon footprint.
- We increase awareness of sustainability with our clients through our work.
- We assist our clients with the integration of sustainability considerations in their business practices.
- We monitor and reduce energy consumption every year.
- We developed and implemented the PwC local Environmental policy.