



# Sustainability

# Report

# 2021



**Report on sustainable entrepreneurship  
and corporate responsibility for FY 2021**

PwC Czech Republic



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# Introduction

Dear ladies and gentlemen,

Along with our colleagues, we have elaborated the 13<sup>th</sup> Sustainability Report of PwC Czech Republic. As usual, the Report maps all our activities in the area of sustainability. We aimed to, once again, provide you with a bit more elaborated and thorough insight.

Unfortunately, due to the pandemic situation, several important topics, such as sustainability and carbon neutrality, have been put aside. In spite of that, we have no intention to ease off on this subject. On the contrary. We have committed to being carbon neutral by 2030 and to take the initiative on dealing with the climate change. Using our ESG services, we also help our clients to start their sustainability journey. Precisely our sustainability services are what we perceive as the crucial element contributing to higher sustainability throughout the entire country, thus increasing the positive impact of our business activities.

We also want to have a positive effect on our employees. At times which are highly demanding on our emotional resistance, our evident top priority is to support their mental and physical health and the development of activities contributing to their mental wellbeing.

We have prepared the Report in compliance with the international GRI Standards, connecting our strategy with Sustainable Development Goals (SDGs) and even the individual SDG Targets. These reflect our social responsibility activities in general as well as our commitment to play an important role in building a sustainable future.

What responsibility means to us, whether with respect to our clients, employees, individuals or the entire society and environment, that is what you can discover on the following pages.

I appreciate your interest in the Report and wish you all the best.

**Jiří Moser**  
Managing Partner  
at PwC Czech Republic

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# Presentation of PwC

Consulting companies belonging to the PwC network help their clients create values they strive for. PwC is a professional services network with 295,000 employees and offices in 156 countries around the world. We provide high-quality audit, tax, and consulting services supporting our clients in reaching their goals.

“PwC” signifies all companies belonging to the PricewaterhouseCoopers International Limited Group with each of the companies being an individual and independent legal entity.

PwC Czech Republic belongs to the global network of PwC entities. We are part of the CEE region. Over 14 thousand employees work across 29 countries of the CEE region. PwC has been active on the Czech market for 31 years already, and it currently employs over 1,000 professionals at its branches in Prague, Brno and Ostrava. More information can be found in our Global Annual Review and the annual reports of legal entities belonging to PwC in the Czech Republic.

## Globally

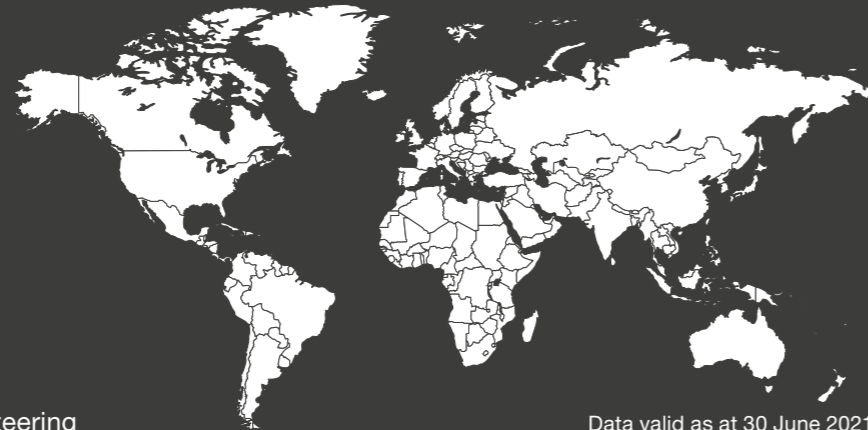
**156** countries  
**630** branches  
**295,371** employees  
**420** clients  
(with 84% of the Fortune Global 500 ranking)  
**100,000+** legal and private entities

## Central and Eastern Europe

**29** countries  
**14,190** employees  
**908** million, turnover in USD

## Czech Republic

**31** years on Czech market  
**3** offices – in Prague, Brno and Ostrava  
**24** partners  
**1,084** employees



Data valid as at 30 June 2021.

## Corporate responsibility

**39,000** employees involved in community projects  
**612,000** hours of professional volunteering

# Our Values

## Act with integrity

- We adhere to doing the right thing, especially in difficult situations.
- We expect and deliver the highest quality outcomes.
- Our decisions are made, and actions taken as if our personal reputation was at stake.

## Make a difference

- We are actively interested in the future of the world we are a part of.
- We create impact with our colleagues, our clients and society through our actions.
- We are ready to respond to the constantly changing environment of our operations in a timely manner.

## Care

- We try to understand everyone's particularities and needs.
- We perceive the specific value and benefit of each individual.
- We support the work and development of our colleagues in such ways as to enable them to do their best.

## Work together

- Cooperation, sharing of contacts, ideas, information and know-how moves us forwards.
- We look for and connect various perspectives on things, people, thoughts, and ideas.
- We provide each other with feedback that helps us as well as others keep improving.

## Reimagine the possible

- Moving boundaries and trying out new things constitutes a constant challenge for us.
- We innovate, test and learn from our mistakes.
- We try to get the most out of each thought and idea.



# Products and Services



## Audit Services



## Consulting



- Regulatory Consulting
- Strategy Consulting
- Technology Consulting
- Sustainable Entrepreneurship

## Tax Services



## Financial Consulting



- Controlling
- Optimisation & Transformation of Corporate Finance Function
- Treasury & Commodity Advisory

## Human Capital



## Risk Advisory



- Financial Crime
- Forensic Services
- Internal and IT Audit
- Cyber Security
- Risk Assurance

## Legal Services of PwC Legal



## PwC Academy



## Technology and Data



- Data & Automation
- Technology Consulting
- Tailored Application Development

## Transaction and Business Consulting



- Capital Projects and Infrastructure
- Business Recovery Services

- Valuation
- Mergers & Acquisitions Consulting
- Procurement Consulting
- Operations Consulting
- Strategy Consulting

## Accounting Services & Payroll



## Industries and Markets



- Automotive Industry
- Banking, Insurance and Capital Markets
- Energy & Utilities
- Retail and Consumer Packaged Goods
- Real Estate
- Family Business Services
- Technology, Media & Telecommunications
- Public Sector
- Pharmaceuticals & Life Sciences
- Manufacturing and Industrial Products
- German market
- Chinese market
- Japanese market

# Financial Performance

## Revenue for FY21\* (CZK m)

Audit services	1,150
Business and financial consulting	1,118
Tax and accounting services	446
Legal services	47
<b>Total revenue</b>	<b>2,761</b>

**Total operating profit**  
**CZK 578m**

1.7 %

Legal services

16.2 %

Tax and accounting services

40.5 %

Business and financial consulting

41.7 %

Audit services

\*  
Review of financial performance includes information on entities operating in the Czech Republic: PricewaterhouseCoopers Česká republika, s.r.o., PricewaterhouseCoopers Audit, s.r.o., PricewaterhouseCoopers Legal s.r.o., advokátní kancelář. The aforementioned information includes the data collected from financial statements as at 30 June 2021, as published in the Commercial Register. The consolidated financial statements are prepared in the Netherlands.

# ESG team

Our ESG team attempts to familiarise all PwC employees with this topic and to incorporate ESG activities into their daily lives. The strategic team is managed by the Managing Partner along with the senior management, representing all our departments, defining the key direction and key projects.



**Jiří Moser**  
Managing Partner  
ESG Programme Leader



**Jan Brázda**  
Consulting  
Partner responsible for Sustainability



**Pavel Štefek**  
Audit Services  
Partner responsible for Sustainability Services



**Martina Kučová**  
Human Capital  
Director responsible for Diversity & Employee Care



**Marek Mráz**  
Marketing & Communications  
Senior Manager responsible for Marketing & Communications



**Radka Nedvědová**  
Consulting  
Manager responsible for Sustainability Reporting



**Tomáš Leixner**  
Marketing & Communications  
Manager responsible for CSR

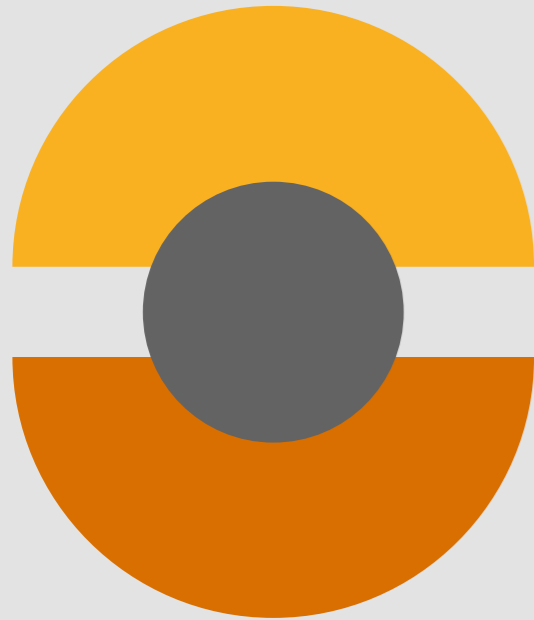


**Ondřej Rybka**  
Assurance  
Senior Manager responsible for Sustainability Services



**Jana Válková**  
Marketing & Communications  
Senior CSR Specialist

# Our Vision and Attitude to Social Responsibility



## Our vision

### **PwC addresses challenges of responsible entrepreneurship**

We have made a commitment to play an important role in creating a sustainable future: to us, responsibility is about being accountable for our actions and about supporting responsible entrepreneurship; we support the growth and development of our people and communities and try to minimise our environmental impact.

## Our goal

### **To be an accelerator of change**

We help companies be confident and courageous as they develop their businesses, while emphasising innovations and long-term sustainability. Being a leading consulting company, we place emphasis on increasing competitive ability and market development in the Czech Republic. We take an interest in the long-term impact of business on social and economic development as well as the environment.

## To do things the right way

Our greatest values include knowledge, skills and experience in the area of business management, finance, audit, taxes, and the law. We thus focus our activities on our employee training and development and on passing on our know-how.

## Our focus

### **Responsible entrepreneurship**

We care about the principles of ethical and responsible entrepreneurship. They constitute the basis of our overall operations and, through our services, we also incorporate these principles into our clients' business activities.

### **Our people**

We create a healthy and motivating environment to help our employees grow professionally as well as personally, we support diversity and a fair approach and take care of our people, helping them feel satisfied even outside work.

## Non-profit sector

We focus on training development and passing on our know-how within our long-term activities.

## Environmental protection

We are committed to managing and decreasing the environmental impacts of our business and, through the services we provide, helping our clients do the same.

**82%**  
of employees are proud to work at PwC\*

\* employee satisfaction survey (GPS 2021)

# Materiality Assessment



## Stakeholder dialogue and material topics identification

We hold regular discussions with our stakeholders, i.e. the people and institutions involved in or affected by our business activities in any way. Their opinions are reflected in our activities. The dialogue is crucial to us even during the selection of the relevant topics for this Sustainability Report. For each chapter, we have set out our key focus in the given area reflected by the topics.

## Internal stakeholder dialogue

Setting out the major topics constitutes the basis for our regular feedback collected through everyday communication and regular surveys. The decision-making on the selection of topics relevant for our internal stakeholders is based on the outcomes of the CSR Survey conducted in 2020, which was designed for all our employees. (The Survey, with 301 employees participating, provided our employees with the opportunity to evaluate the overall corporate strategy in the area of CSR, to

express their priorities and come up with proposals and observations.) The Survey outcomes reflect our key focus set out for each of the areas as described in the individual chapters of this Report.

**This year, we followed up our last year's activities and continuously pursued the development of areas marked by over 50% of our employees in the Survey as such activities which PwC should certainly be devoted to. These include:**

- Employee care
- Entrepreneurial ethics and transparency
- Professional development and employee training
- Privacy and data protection
- Support of diversity, equal opportunities and fair remuneration
- Environmental protection

Furthermore, we keep continuously developing even areas which our employees marked as preferred – professional volunteering and involvement in collections for charitable purposes.

The survey results reflect our key focus areas, we have set for each of the areas described in each chapter of this Report.

## External stakeholder dialogue

Our process of determination of topics of significance is based on various sources and we keep verifying continuously that our efforts are made in the right directions; no topic currently in demand is being neglected. Topics identified by us are compared with the outcomes of international benchmarks within our industry, with international as well as local studies and surveys.

**These include:**

- SASB Materiality Finder – Professional and Commercial Services
- CSR Europe & PwC – Collaboration for Impact
- WBCSD – Reporting Matters (2020 Report)
- [The economic realities of ESG](#)
- [State of Climate Tech 2021](#)
- IPSOS – Czech Approach to SDGs

Another important tool we use for the external stakeholder dialogue is the PwC CFO Community platform. This platform is dedicated to professionals in the area of finance across all industries and it offers room for sharing information, experience, news, technologies as well as legislation. Last but not least,

we also use the data acquired by PwC within the annual CEO Survey – survey gathering the opinions of Czech CEOs and company owners. The survey covers traditional topics, such as the economic outlook or employment trend, but it also includes questions related to the area of education, sustainability, cyber security or implementation of modern technologies. The findings offer a collection of data and analyses showing how the world is perceived by the top representatives of major market leaders. According to the results, Czech firms are increasingly interested in the sustainability and the ESG topic. We have identified these areas as the relevant topic for our clients and we consider the development of our ESG services as currently the most significant way how to increase our positive social impact.

Incentives of importance are also gathered through our regular participation in the TOP Responsible Business rating, where our CSR strategies and projects are evaluated by an independent expert jury consisting of the representatives of the commercial and non-profit sector, state administration, experts and significant personalities taking active part in responsible entrepreneurship development activities in the Czech Republic. The benchmarks outcomes and commentaries of the jurors are reflected in our future activities and in the way we keep sharing them with the public.



## Stakeholder groups, dialogue form, and relevant topics

Stakeholder	Dialogue form	Relevant topics
<b>Employees and partners</b>	Feedback upon the completion of the first-month's work and after six months; internal survey of employee satisfaction, feedback within the yearly appraisals, trainings, social media, intranet, teambuilding organisation, regular discussions with the leadership, personal communication	Professional and personal development, employee care and support of work-life balance, support of diversity and equal opportunities, cooperation with the non-profit sector, environmental protection, economic performance, privacy and data protection
<b>Potential employees</b>	Job fairs, lectures, competitions for graduates and university students, university events, personal communication, communication through social networks	Education and training, employee care, career development, working environment, diversity and volunteering, environmental protection
<b>Clients</b>	Satisfaction survey, personal meetings, CEO Survey, CFO Survey, CFO Community, webinars, conferences, information brochures, website	Ethics and transparency, quality of our services, risk management, technologies, innovation and competitive ability, support the non-profit sector, sustainability and ESG
<b>Administrative and regulatory bodies, professional groups</b>	Participation in professional forums, groups, associations and organisations	Ethics and transparency, quality of our services, risk management, market cultivation, trend formulation
<b>Non-profit sector</b>	Membership in the Byznys pro Společnost platform, cooperation with the Via Foundation, electronic and personal communication with non-profit organisations we cooperate with on a long-term basis	Pro-bono services, support of charity projects
<b>Suppliers</b>	Formal evaluation of suppliers, regular meetings	Ethics and transparency, environmental protection
<b>Media</b>	Press releases, conferences, round table discussions, electronic and personal communication	Economic topics, quality of our services, technologies and innovation, support the non-profit sector, environmental protection

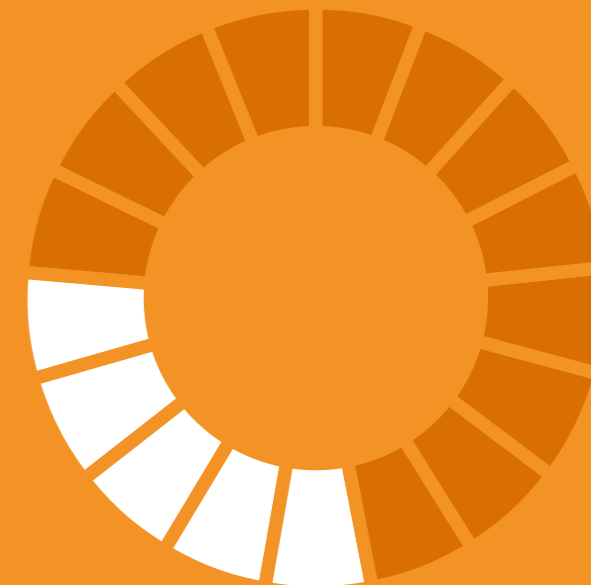
## SDG prioritisation

In September 2015, the UN adopted the sustainable development goals (SDGs), set to be achieved by 2030. The SDGs comprise a long-term programme involving all areas of human activities. Since PwC is an open promoter of this challenge, in 2020, we decided to incorporate the SDGs in our strategy and business activities, and to share them even in this Report. As for the goals evaluated as priority ones, based on our analysis, we kept progressing even up to the level of sub-goals – the relevant SDG Targets, directly associated with our current and future activities.

This way we identified 5 SDGs of the highest priority to us, along with the relevant sub-goals – SDG Targets. This Report contains the details on how we pursue the Targets, including the measurable results through the corresponding GRI Indicators.

This year, we have also continued to follow our long-term strategy. It was confirmed to us that our last-year's priorities comply with the findings gathered from the surveys as well as from our stakeholders. Primarily, we focused on SDG Targets, where we identified gaps and future opportunities last year.

SDG Target 12.6 is what we already fulfill due to our continuous development of sustainability and ESG services, including particularly the carbon footprint calculation, ESG reporting and educational seminars which are gaining attention by an increasingly wider range of clients.



As for SDG Target 13.1, we have committed to being carbon neutral **by 2030.**

# Material topics

Material topics	Impacts occurring inside our organisation, through our activities	Impacts to which we contribute through relationships with business partners and stakeholders	Priority SDGs	SDGs Targets <sup>1</sup> and our activities	Gaps and opportunities
<b>RESPONSIBLE ENTREPRENEURSHIP</b> GRI 102, 201, 203, 205, 206, 208, 308, 406, 407, 408, 409, 410, 411, 412, 414, 418, 419					
Internal focus on quality, ethics, and transparency				<b>Target 8.2:</b> Productivity, modernisation, innovation, and added value / Cyber Arena: Cyber attack in practice, CEO Survey, CFO Community	<b>Goal 9:</b> Industrialisation, innovation, infrastructure  <b>Goal 11:</b> Sustainable cities and communities / Our services in the area of public administration, self-governing institutions, smart cities
Economic performance					
Market cultivation and trend formulation				<b>Target 12.6:</b> Sustainable practices and reporting / Sustainability reporting, carbon footprint calculation, our services in the area of sustainable entrepreneurship	
Technology and innovation in our services					
Services in the area of sustainable entrepreneurship					
<b>OUR PEOPLE</b> GRI 102, 202, 401, 404, 405, 406					
Support of diversity and equal opportunities				<b>Target 3.4:</b> Support of physical and mental well-being / Well, Work Well programme	
Professional and personal development of employees				<b>Target 4.4:</b> Skills for work success / Digital Upskilling, Talent Programme, Teachers Club	
Employee care					

Material topics	Impacts occurring inside our organisation, through our activities	Impacts to which we contribute through relationships with business partners and stakeholders	Priority SDGs	SDGs Targets <sup>1</sup> and our activities	Gaps and opportunities
<b>NON-PROFIT SECTOR</b> GRI 102, 201, 203, 406, 418, 419					
Professional volunteering				<b>Target 4.4:</b> Skills for work success / New World, New skills, Digital Fitness Assessment, mentoring in the DofE programme	
Passing on know-how concerning digital and modern technologies				<b>Target 8.3:</b> Development, support of productive activities, service availability / Social Impact Award, pro bono audit services	
Support of training and development of potential and talent					
<b>ENVIRONMENTAL PROTECTION</b> GRI 301, 302, 303, 305, 306, 308					
Carbon footprint reduction and handling sources				<b>Target 12.6:</b> Sustainable practices & reporting / Sustainability reporting & our services concerning sustainable entrepreneurship	<b>Goal 7:</b> Renewable energy & energy efficiency / Energy sector services
Our services in the area of the impact companies have on the environment				<b>Target 13.1:</b> Response to climate-related hazards / Energy consumption reduction, carbon footprint reduction, carbon neutrality by 2030, paperless office	

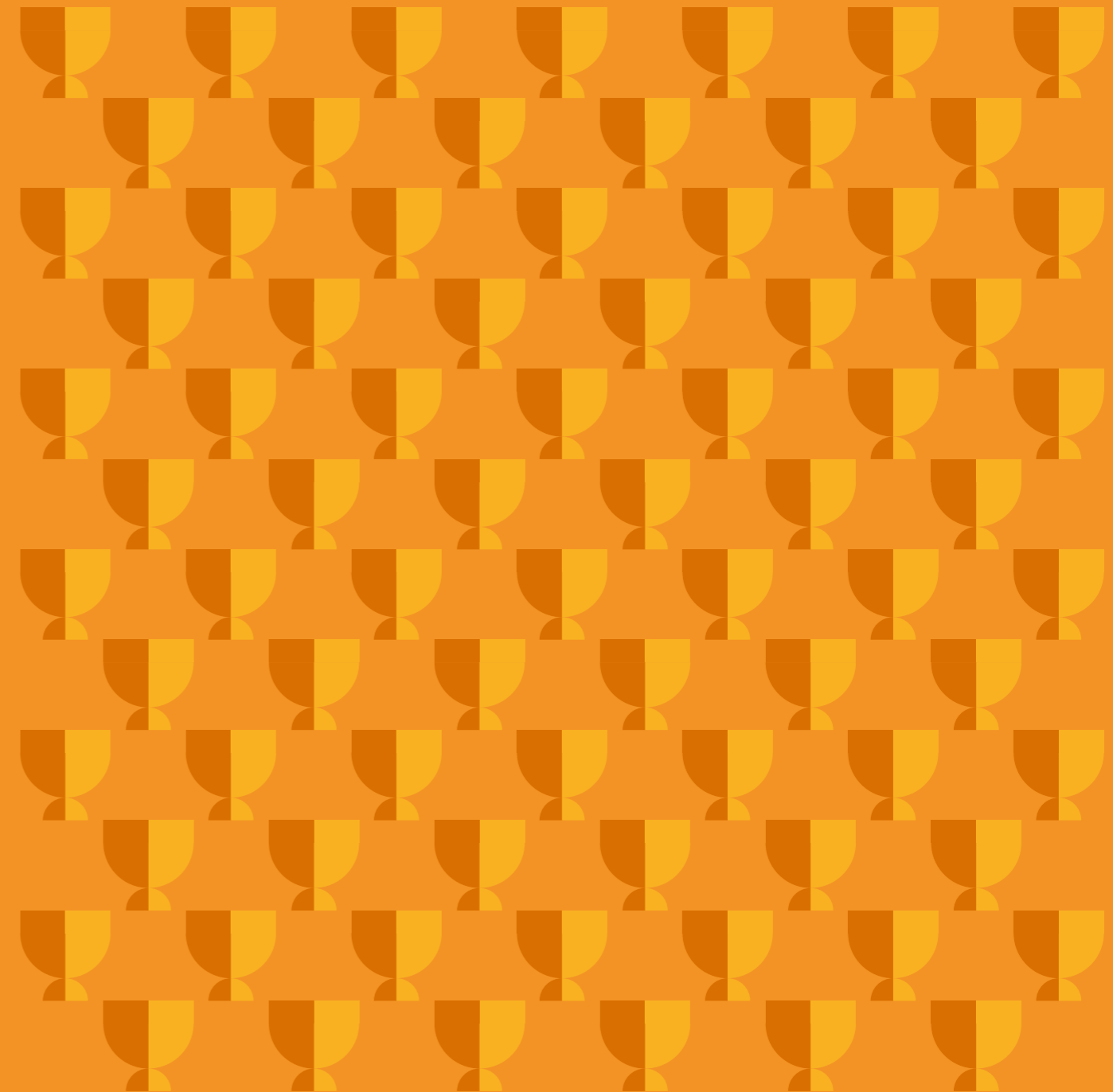
<sup>1</sup> Briefly paraphrased SDG Targets (complete definitions are available at <https://sdgs.un.org/2030agenda>)

inside our company clients society and environment

# Our Success in the Area of Corporate Responsibility

## TOP Responsible Large Business and TOP Responsible Reporting Business

We belong among the 25 most socially responsible businesses in the Czech Republic. For the year 2021, we received the TOP Responsible Large Business Award and TOP Responsible Reporting Business Award, granted by the independent professional “Business for Society” platform. The TOP Responsible Business rating is a complex evaluation of how a company approaches sustainable entrepreneurship and the CSR.



# Responsible Entrepreneurship

We care about the principles of ethical and responsible entrepreneurship. They constitute the basis of our overall operations, whether they mean our approach to employees or external partners. Through our services, we even incorporate these principles into our clients' business activities.

## Key Focus

### Internal focus on quality, ethics, and transparency

We aim to create a company culture supporting ethical conduct, integrity, objectivity, and professionalism.

### Market cultivation and trend formulation

We play a significant role in various professional associations, mapping market development and economic growth, aiming to strengthen transparency and credibility and solve the current problems of the Czech market environment.

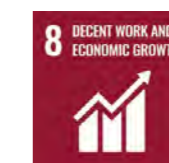
### Technology and innovation in our services

Modern technologies constitute an integral part of our work; technology innovation has broadened the portfolio of our services and continuously varies even the traditional services we provide to our clients. We aim to increase the competitive ability of Czech companies and the associated overall economic growth.

### Services in the area of sustainable entrepreneurship (ESG)

Support of sustainable entrepreneurship is our key target even with respect to cooperation with our clients. We aim to provide our clients with services that help them develop principles of responsible entrepreneurship, sustainability and ESG.

### High-priority SDG Targets of PwC



#### Decent work and economic growth

##### Target 8.2

/ Cyber Arena:  
Cyber-attack in practice  
/ CEO Survey  
/ CFO Community



#### Responsible consumption and production

##### Target 12.6

/ Sustainability reporting,  
carbon footprint calculation,  
our services in the area of  
sustainable entrepreneurship

# Internal Focus on Quality, Ethics, and Transparency

While we create a culture supporting ethical conduct, integrity, objectivity, and professionalism, we consider independence, sustainability and risk management to be the major prerequisites.

## Code of Conduct and independence

Our Code of Conduct and independence strategy are binding for all PwC employees. They are based on our company values and constitute the foundation of our responsible entrepreneurship. We respect the confidentiality of our employee and client data, and we handle it in a way that prevents any leakage or abuse.

The Code of Conduct works as the basic principle helping us address any difficult matters, calling upon us to voice any of our concerns. It sets a limit to our decision-making on what is right or wrong. What helps us to do that is our system called RADAR (Recognise, Assess, Decide, Agree, Report). RADAR also serves as the basis for one of the key principles of our Code of Conduct, i.e. to speak up and report any inappropriate behaviours. Any concern related to suspicious conduct or discrimination may also be reported through our whistleblowing hotline.

Independence, which is equally important to us, helps us prevent any conflict of interest and ensures our full objectivity and professionalism.

On an annual basis, all our employees are obliged to declare their own independence. What we also verify thoroughly is the identity of our clients and other persons we do business with. We have implemented strict procedures ensuring that we only work for companies that carry out their activities lawfully, in compliance with our principles, and that constitute no reputation harm to us. Equally important is the adherence to all AML regulations.

**In order to ensure that our employees' actions comply with our ethical standards as well as with legal rules, annually, all our employees are required to attend a series of trainings dedicated to topics such as:**

- Ethical conduct
- Anti-money laundering
- Anti-corruption
- Data protection
- Insider trading
- Sanction laws, etc.

# 100%

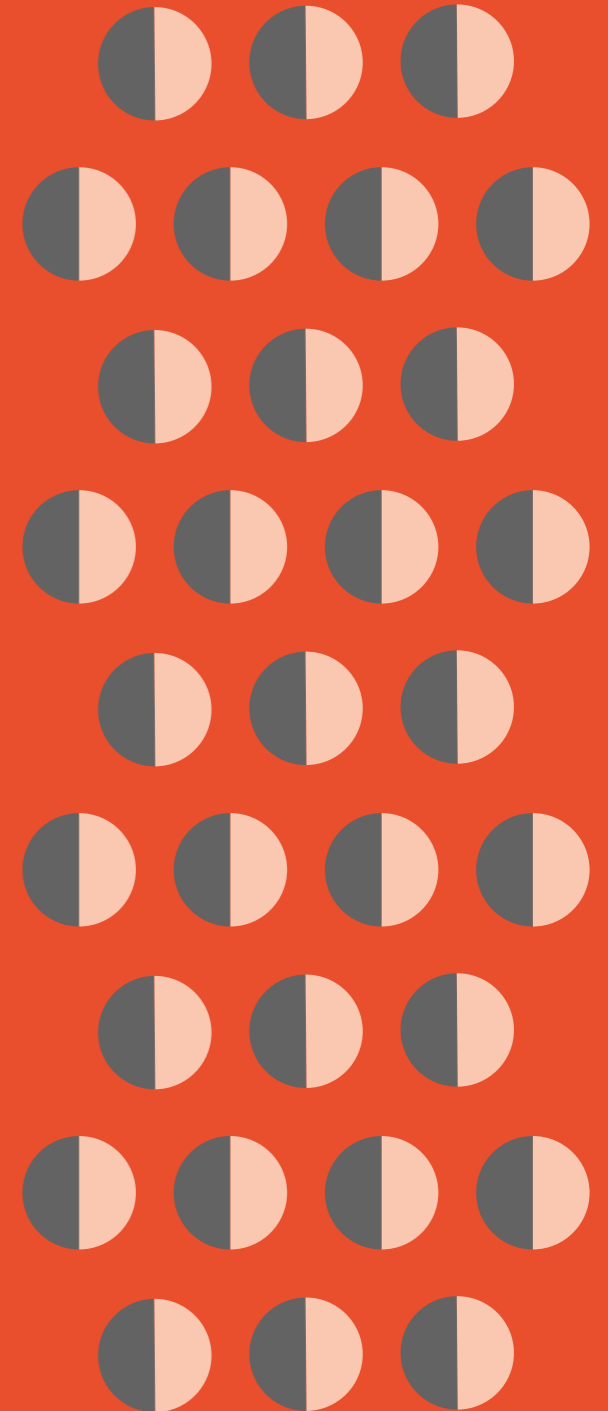
of employees and partners of PwC Czech Republic have confirmed their independence

[Code of Conduct](#)

## Human rights protection

All our activities comply with the legal regulations of the Czech Republic as well as with PwC Human Rights Statement, thus guaranteeing the protection of all aspects of human rights and that our operation prevents their violation. PwC does not tolerate any form of child labour, modern slavery, and forced labour, and no wages failing to comply with the minimum wage requirements stipulated by law are paid by PwC. Although there are no trade unions applicable to our organisation, our employees have an unlimited opportunity to get united and to pursue collective negotiations. The same requirements apply to our suppliers.

[PwC Human Rights Statement](#)



## Our supply chain complies with sustainability principles

Being one of the major market players, we realise our ability to influence the business environment we work in; that's why our supply chain is only formed by companies that adhere to our ethical standards and sustainability principles by minimising adverse impacts on our society and the environment.

In 2010, we created a responsible procurement and operation principles policy applicable to PwC as well as our suppliers. As for the environment, we monitor our contractors' ability to follow and review their impact on the environment, or to which extent they had the environment in mind when designing their products and services. We also care about the social area and ethics. We require our suppliers to adhere to the same principles which we follow ourselves; the requirement to observe the code of conduct, anti-money laundering procedures, regulations on conflict of interest or anti-corruption and anti-bribery rules forms part of all our contractual provisions and is anchored in third-party codes of conduct.

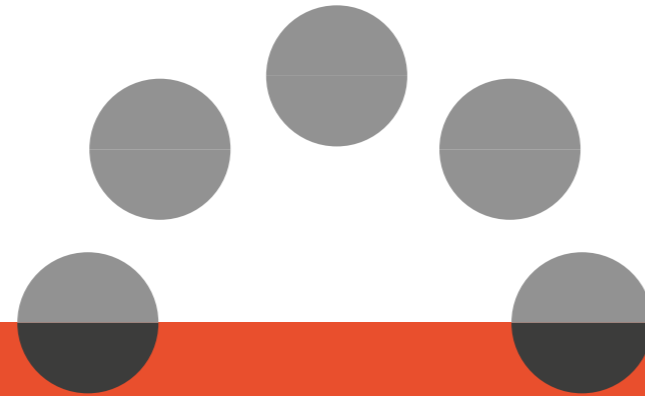


**LEED Platinum:**  
**Eco-friendly**  
**company seat**

## Risk management

We only cooperate with companies whose business plans comply with the law, respecting our ethical principles. We always verify our potential cooperation thoroughly, including the area of business practices and ethics, and we try to anticipate the possible consequences of cooperation with our potential clients. We reassess our clients on a yearly basis and make a decision on whether to cooperate with them in the future or not. If it is necessary, we reject or withdraw from the contract. In business, protecting our company's reputation is crucial. On a regular and systematic basis, we carry out surveys on our clients' satisfaction with our services.

### Global Third Party Code of Conduct



The City Green Court we rent from Skanska was the first building in the Czech Republic to be awarded this certification for being eco-friendly.

# Market Cultivation and Trend Formulation

Through our membership in various organisations and professional associations, we contribute to the development of sustainable entrepreneurship on the market.

## Chamber of Auditors of the Czech Republic

A self-regulating professional organisation established by the Act on Auditors for the purpose of governance of the auditing profession in the Czech Republic, in the management of which we take an active part through our membership in the Executive Committee and also through the position of the Vice-President of the Chamber.

## Chamber of Tax Advisers of the Czech Republic

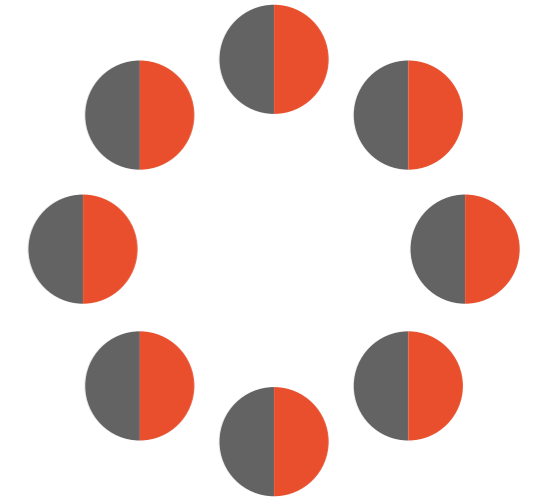
Through our active role in the Presidium of the PAOB, we promote an expert view of the tax environment of the Czech Republic, supporting its stability and understandability, and ensuring the qualification and professionalism of all members.

## Turnaround Management Association

Our company is the founder of the Turnaround Management Association (Czech branch of the international association T.M.A. International), focused on solving financial crises and bankruptcy of corporations.

## Blockchain Connect Czech Alliance

Our company is a founding member of this Alliance, which aims to contribute to the Blockchain technology development in the private as well as public sector in the Czech Republic, and to take part in the successful digitalisation process of Czech society.



## Business for Society

On a long-term basis, we have been cooperating with the Business for Society platform, which helps improve cooperation between companies and allows them to share their experience and look for new approaches in the area of sustainable entrepreneurship. Our company is an active member of professional working groups involved in the diversity and support of women in business, in qualified professional consultancy services for social enterprises and non-profit organisations, and in finding ways to raise awareness of sustainable entrepreneurship among the Czech public.

## Czech Business Council for Sustainable Development

Our company is the member of the Czech Business Council for Sustainable Development, encouraging business communities to create a sustainable future for business, society, and the environment. We act in the presidium of the organisation and in its working groups.

## Czech CEO Survey

For twelve years, we have been approaching the leaders of major companies operating on the Czech market to share their views. The 12<sup>th</sup> run of the Czech CEO Survey introduced the opinions of over 260 Czech business leaders concerning the development of the Czech economy and their own companies in the 12 months to come. The survey covers traditional topics, such as the economic outlooks or employment trends, but some of the questions are also related to the area of education, cyber security or implementation of modern technologies and ESG topics.

The findings offer a unique collection of data and analyses showing how the world is perceived by the top representatives of major market leaders. That means those whose opinions and decisions highly affect the national as well as global economy, or more precisely the entire development of society and its ability to solve problems. The Czech survey follows the PwC Global CEO Survey, the outcomes of which are presented at the World Economic Forum in Davos, Switzerland.

Discussion meetings of CEOs organised by us serve as a platform for meeting significant personalities of the Czech business community who can influence the current as well as the future status of the Czech economy and the business environment.

The survey outputs are available to everyone, so that the experience and opinions of business leaders can be used by all those who need to find their bearings in these times.

[CEO Survey](#)

## Fraud Forum: Platform for fraud prevention, detection and investigation

The Fraud Forum is a platform for sharing know-how and experience of managers and experts dealing with the prevention, detection and investigation of fraud within organisations. Those who can become the members of the Fraud Forum are financial directors and workers in the financial department, internal auditors, risk and compliance managers, specialists focusing on security or fraud investigation, and corporate lawyers.

Membership is flexible and free of charge. All members are welcome to participate in such activities which are of interest to them.

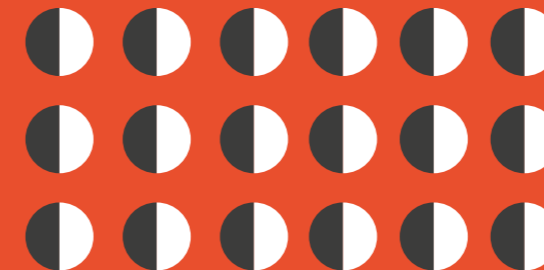
### To its members, Fraud Forum offers the following:

- Latest professional information and updates and trends in the area of fraud prevention, detection and investigation
- Participation in seminars and discussions on various topics associated with fraud within organisations
- Opportunity to get involved in surveys on the fraud issue and to acquire the detailed conclusions and outcomes of such surveys, and sharing know-how and experience with other members.

Our company is a member of

26

professional organisations



 Responsible Entrepreneurship

## Business Continuity Forum

PwC is a partner of the Business Continuity Forum, the co-founder of which is Michal Wojnar, a PwC manager of the Business Continuity team. The BC Forum represents a community of people and a platform enabling the sharing of know-how and information among Czech and Slovak professionals in the area of Business Continuity. During regular meetings, taking place 2–4 times per year, the current trends, projects and topics related to business continuity, crisis management and risk management are presented and discussed.

## PwC CFO Community

We have established this platform to connect professionals in the area of finance across all industries and to create space for sharing information, experience, and news from the world of finance, technologies and legislation. We raise awareness of what CFOs are concerned about; we also organise webinars regarding hot topics, and within the CFO Community Talks we also bring interviews with professionals who can provide inspiration from the world of finance.

## PwC ESG Talks

The aim of PwC ESG Talks is to help companies and the public sector to understand the ESG topic. We hold regular meetings and webinars to raise the awareness of the ESG topic, to provide specific impacts and solutions, and to outline opportunities.

# Technology & Innovation in our Services

Using new digital and technological solutions, we intend to ensure that we, as well as our clients, are ready to work in the fast-changing world. Technological innovations have expanded our portfolio of services and changed the way we think as well as how we provide traditional and new services to our clients. Our priority is to make our clients' business more efficient using process automatisation and its overall digital transformation.



## Innovative culture, technologies and digitalization

We help our clients with complex business and technical transformations in various fields of business.

## DAO: Digital Adaptive Organisation

In cooperation with ATAIRU, we created the Digital Adaptive Organisation programme which helps companies to find their way to digital adaptability. This includes three main areas: digitalisation, digital upskilling of employees, and adaptability. This responds to the increasing need of companies to eliminate use of paper and paper communication, to improve data management, and to simplify and automate process with the aim to minimise the performance of manual tasks.

## Future of Finance

In the area of finance, we provide our clients with services focused on the optimisation of financial processes, their automatisation and digitalisation. This includes, for instance, automated data processing, saving hours of work that would otherwise need to be spent entering data manually; we also teach our clients how to change reporting to make it more efficient, readable and easier to prepare.

## Cyber Arena: Cyber-attack in practice

An excellent example of an innovative solution is the successful project called Cyber Arena, which works as a simulation based on gamification principles. The special software developed by PwC is able to simulate the behaviour of the specific IT infrastructure of any company whatsoever. This way, companies can try and test the potential course of a targeted or accidental cyber-attack, and to verify the processes of implementing new technologies. One round in the Cyber Arena takes approximately an hour. During that time, the application simulates company development virtually corresponding to a period of 2.5 years. The Risk Assurance team created Cyber Arena.

Their solution is already being used in other countries, such as Germany, Great Britain and Switzerland.

## PwC's Academy

PwC's Academy offers a wide range of training courses and e-learning focused on professional as well as personal development. Participants have the opportunity to increase the level of their speciality, let's say, in the area of finance and accounting, project management, and digitalisation, or to improve their managerial and business skills.

Our trainings also help our clients to pursue a more efficient and sustainable way of operation. As for the areas of human resources, this is what HR programmes, including the CIPD qualification or HR Academy, are dedicated to comprehensively. Thanks to the popular Lean Six Sigma programme, companies can map and optimise their processes even prior the actual implementation of digital transformation, or they can find smart solutions which allow them to increase the quality while reducing costs. We can provide our clients with tailored Digital Upskilling focused on development of digital skills through a highly flexible modular approach. Last but not least, we are ready to respond even to the increasing interest in ESG topics and related new regulations or assist with the preparation of non-financial reporting thanks to the support of our ESG team. The new training forms we had to implement due to the COVID-19 pandemic have proven to be so successful and appreciated that we have expanded our portfolio by online and hybrid trainings for good. Not only does this save time and reduce travelling costs, but it also increases the availability of the courses for the participants regardless of their location. This allowed us to expand our offer by programmes organised in cooperation with other CEE countries.



## Digitalisation and automation of internal processes

We promote an innovative culture even inside our company. We use robots to process data automatically, for instance, to issue business trip expense reports or to enter invoicing requirements or to plan contracts and projects and associated sources and time demands. Thanks to these applications, we have saved hundreds of hours of manual tasks. Our other internal processes have also been undergoing digitalisation, which helps us to decrease the overall paper consumption.

### Audit Smart Management Tools application

We have developed an application for the effective planning of our audit contracts from the perspective of budgeting as well as optimisation with respect to employee allocation. The application algorithm uses a number of criteria, such as employee availability, hierarchy, past contracts, or the distance of the employees' residence from the client's office. This all results in greater planning efficacy, less dead time, prevention of double-booking, and, last but not least, due to commuting optimisation, the application helps save time and decrease emission production associated with using cars.



# Our Sustainable Entrepreneurship Services

Companies keep considering sustainability and related ESG issues increasingly significant. They include social, environmental and ethical factors in their corporate strategies, decision-making, funding as well as in their business relationships. Through our ESG services and their continuous development, we help our clients to set ESG strategies and to mitigate negative impacts and bring more positive ones. Being a consulting company, we perceive ESG services as the main opportunity to contribute, through our clients, to greater sustainability in the Czech Republic and to improve the positive impact of our operations in the market.

We provide services to corporations, private companies, and the public sector, across all the industries, including retail, banking, automotive, and chemical industry or energy sector, and civil engineering. We provide consulting services concerning a wide range of issues related to the ESG topic.

## The services most frequently provided by us include:

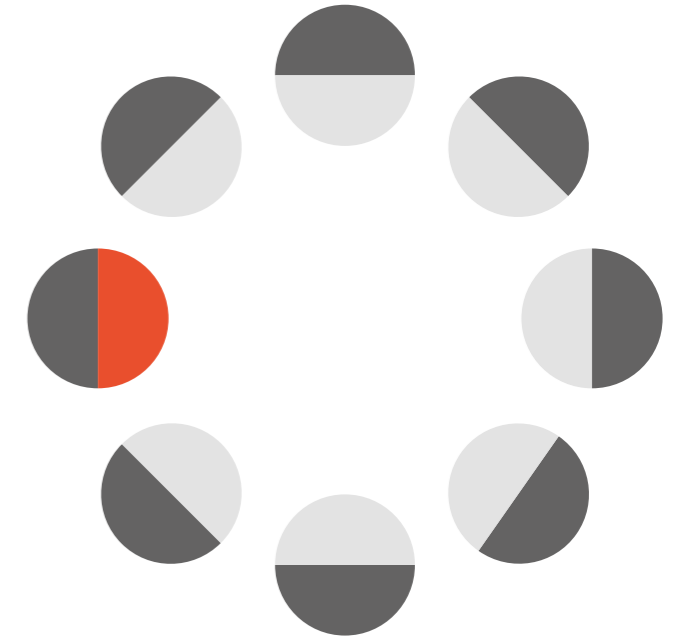
### ESG strategy and decarbonisation

We help companies to set sustainable goals and to create a strategy to reach them. Most frequently, we are dedicated to the complex decarbonisation of companies, i.e. to reduce the overall carbon footprint.

### Non-financial reporting and carbon footprint measurement

Using the recognised international standards, we support our clients in the implementation and further development of their ESG reporting. We monitor the dynamic development of European regulations in this area and assist them with preparation for their fulfilment.

Preparation of non-financial reporting includes the collection of a huge amount of miscellaneous data and its further processing in compliance with applicable legal requirements and rules. Due to this, this year we have invested in the development of the **PwC ESG Management Solution** – a tool for non-financial reporting and ESG data management for all companies that are or will be subject to the European sustainability and corporate entrepreneurship legislation and for those who will decide to report their ESG data voluntarily. The tool is able to collect the data, calculate all the required indicators, display the results clearly, elaborate reports, and it enables the setting of metrics, performance management and targets.



### Low-emission energy and hydrogen

We assist with the implementation of innovative solutions such as the use of hydrogen, community energy systems or issue of green bonds that help to fund the projects.

### ESG procurement and supply chain

We help companies with the transition to sustainable management of suppliers, which will help to better consider all factors related to people, the planet and economic profits. Transition to circular economy is another task we are happy to help with.

### Sustainable company management and equal salary

We audit the remuneration systems and review HR guidelines for the purposes of acquiring the prestigious Swiss Equal Salary certification.

## Case study

### Elaboration of sustainable funding strategy for a bank

We assisted one of our clients, active in the area of finance, in the elaboration of a new internal strategy to cover all the relevant segments and products associated with ESG/sustainable funding beyond the framework of statutory requirements. Our PwC team prepared a comprehensive high-level strategy taking into account the client's approach in the area of sustainable funding while constituting a framework for their future decision-making regarding this matter. The strategy involves the determination of market potential and available funds from the EU or the European Investment Bank, recommendation concerning the client's internal capacities to which attention must be paid, cost estimation, process of evaluation and monitoring, and planning of further steps to be taken.

### Net Zero plan for a real estate portfolio owner

We helped one of the largest real estate owners in the Czech Republic to start their journey to carbon footprint reduction. First of all, we analysed the entire portfolio and suggested three potential scenarios leading to carbon footprint reduction. The scenarios also included a financial model, technical feasibility study; subsequently, we supported our client by designing an organisational structure for implementation.

This company has already adopted the global SBT commitment by 2050. The aim of the project was to prepare a specific plan consisting of measures to reduce the company's carbon footprint in the Czech Republic by 2030 while allowing the company to fulfil their net zero commitment by 2050 realistically.

#### Stage 1

##### Vision & Targets

- The PwC team analysed the current carbon footprint of the real estate portfolio divided into several clusters according to their technical constructions and heating method
- We compared the individual clusters and identified the most appropriate ways of improvement
- We proposed three potential scenarios on how the client could reduce carbon footprint by 2030

#### Stage 2

##### Transformation

- We supplemented the targets by six scenarios consisting in potential solutions varying in their ambitions to reduce carbon footprint as well as their complexity and cost effectiveness
- For each scenario, we established the scope of environmental impact and a financial model based on expected investment and operating costs

#### Stage 3

##### Implementation & Reporting

- We created a roadmap for the client regarding the implementation of the selected scenario, including technical parameters and the review of the company management structure

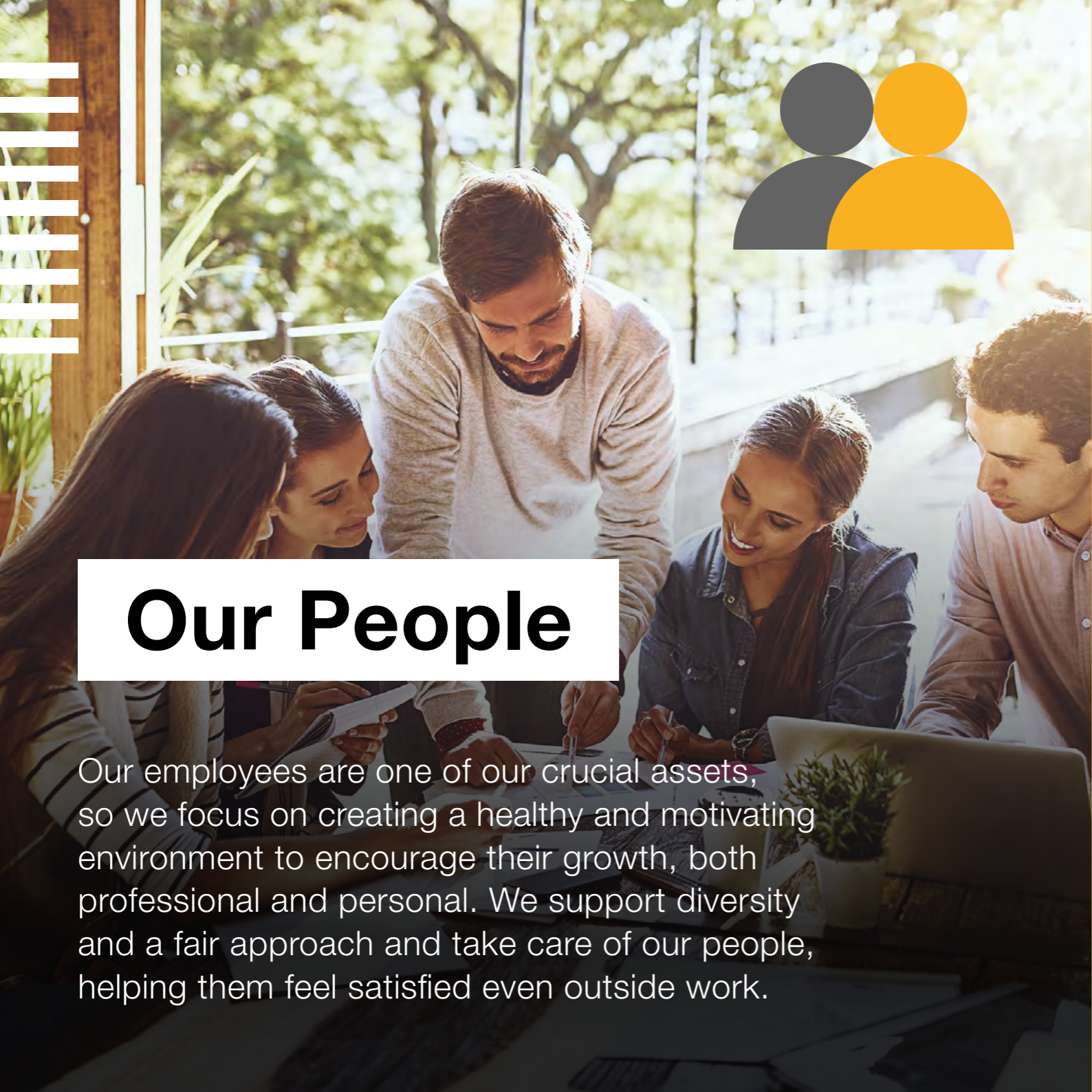


Mitigating climate change impacts is likely to constitute the greatest challenge the humankind has ever had to face. This is already starting to show in the requirements on the basic operation of our businesses. Sooner or later, a well-set ESG strategy will play an absolutely vital role in the company's future success.



**Jan Brázda**

Partner at PwC Czech Republic and Team Leader for Sustainability and ESG Services



# Our People

Our employees are one of our crucial assets, so we focus on creating a healthy and motivating environment to encourage their growth, both professional and personal. We support diversity and a fair approach and take care of our people, helping them feel satisfied even outside work.

## Key Focus

### Diversity and equal opportunities support

We place emphasis on ethics, transparency, and human uniqueness, aiming to create an open environment that treats all individuals the same no matter what their gender, age, race or disability may be.

### Professional and personal development of employees

We invest in the growth of our employees throughout their entire career at PwC, encouraging them to grow professionally and personally.

### Employee care

We create flexible working opportunities and diverse work models, and our employees are provided with a number of benefits. We intend to support their ability to maintain work-life balance and help them feel good emotionally as well as physically at work or at home.

This year, we continued with the development of areas that our employees identified in our internal employee survey conducted in 2020 as those PwC should be dedicated to (see section dedicated to materiality and stakeholders on **page 14**).

In order to be able to better respond to our employees' needs in the area of wellbeing (not only in connection with the COVID-19 pandemic), this year we carried out an internal employee survey closely focused precisely on this area.

#### The outcomes indicated that matters of top priority for our employees include:

- Work-life balance
- Stress management
- Formation of friendships at workplace
- Development of soft skills

We keep working on these areas; details on specific activities can be found in this section.

### High-priority SDG Targets of PwC



#### Good health and well-being

**Target 3.4**  
/ Be Well, Work Well programme

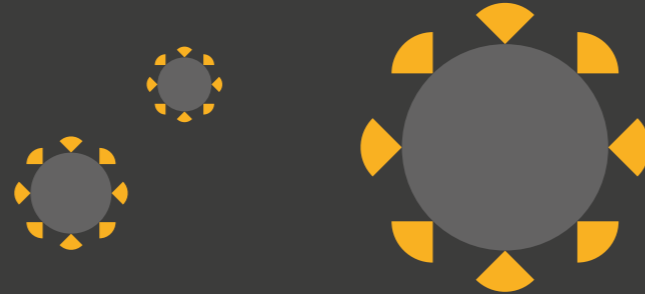


#### Quality education

**Target 4.4**  
/ Digital Upskilling  
/ Talent Programme  
/ Teachers Club

# Our Response to the COVID-19 Pandemic

Due to the persisting COVID-19 pandemic, even this year we laid great emphasis on the maximum protection of our employees' health and on their psychological support, to make them feel good both emotionally and physically.



## Work from home

We've enabled our employees to work from home. In order to provide a suitable working environment at home, they had the possibility to borrow technical equipment and even things like an office chair.

## Information service

To help our employees find their bearings in the fast-changing situation, it was our priority to ensure that all our employees were given timely and up-to-date information. This was ensured by our internal information portal which we made accessible for our employees even through their mobile phones.

## Coaching and psychological support

Any concerns brought on by the COVID-19 pandemic (concerns on what the future will bring, fear for the beloved ones, issues associated with working remotely, etc.) could be discussed by our employees with our professional coaches, including experienced psychotherapists who were ready to help immediately. Free assistance and support by professionals, psychologists and psychotherapists is also available to our employees by means of the Employee Assistance Programme.

## Online fitness activities

In order to make our employees feel good even physically, they had the option to use a pre-paid service offering unlimited access to online classes from fitness, yoga, physiotherapy or even meditation.

# Diversity and Equal Opportunities Support

Supporting diversity is a natural part of our company culture. Our diversity strategy is to prevent neither positive nor negative discrimination.

Under no circumstances do we allow any prioritisation of gender, age group, or so on. Processes related to recruitment, remuneration and promotion take place based on transparent measurements and they are not influenced by criteria related to gender, nationality, race or other discriminating factors. These decisions are based on the outcomes of annual employee appraisals, the criteria of which reflect the expected skills, competences, and attitude to ethical principles, and success rate in the performance of professional as well as individual goals. Although there are no trade unions cooperating with us, our employees have freedom of association. More on interactions between our leadership and employees can be found on [page 44](#), in the chapter on Feedback Culture.

Check out our more detailed employee structure from the perspective of diversity on [pages 79](#) and [85](#).

## Division of employees according to their age

Age	Number of employees
under the age of 29	404
aged 30–49	636
over the age of 50	44

# 34 let

is the average age of our employees

PwC Czech Republic is the signatory of the Diversity Charter.



## PwC in the Czech Republic



### Employees\*

571 women  
511 men  
1,084 in total

### Partners

24 in total  
4 foreign nationals

### Partners divided by age

0 under the age of 29  
13 aged 30–49  
11 over the age of 50

### PwC employees



\* For two of our employees, the gender is unknown; therefore, the total number by gender differs from the total number of employees.

## Percentage of female employees

Women constitute over a half of our employees (53%). However, taking a closer look at our employee structure, one can hardly fail to notice that as for leading roles, women represent a minority. This development is most evident in our leadership (partners), where there are only 8% of female leaders due to the changes in our leadership structure (decrease by 5% compared to last year's data due to the fact that one of our female partners moved from the Czech PwC to PwC Slovakia, yet we expect another female employee to become a partner already in 2022).

We are aware of the lower percentage of female employees in our top management and we strive to actively support women on their career path either through our Talent Programme or through activities which help to get work-life balance right. Supporting women remains our top priority even in the future.

## Barrier-free workplace

Our offices in Prague and Ostrava are completely barrier-free and adapted to smooth movement of persons with physical disabilities.

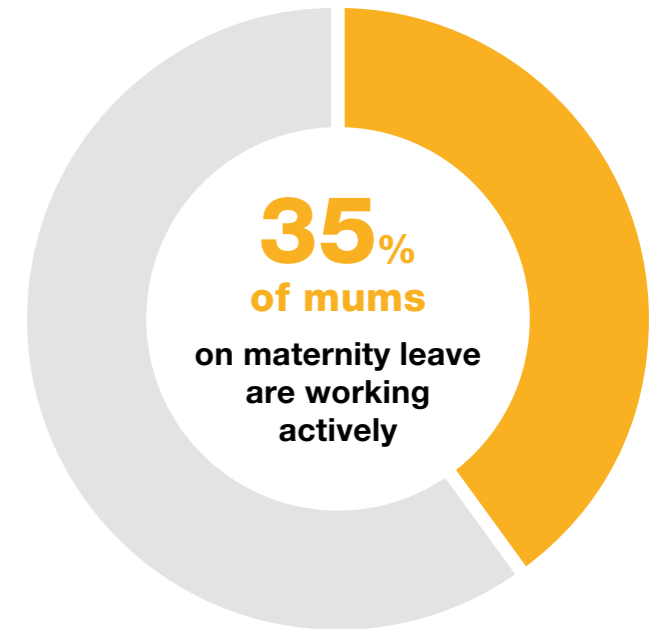
# Parent Support

We have a completely individualised approach to our employees going on maternity leave. We have open discussions on when they wish to come back and whether they wish to cooperate with us during their parental leave. Based on their individual preferences, we create a working scheme – a schedule suitable for the given parent. We even stay in touch with parents on maternity or parental leave through various trainings in which they can participate.

Parents can be offered part-time work and, thanks to technologies, also quite a lot of flexibility and freedom. A special brochure is available summarising their options related to work, professional development, education approach, and individual mentoring. Parents coming back from parental leave have the opportunity to attend special trainings enabling them to get back on track with things.

In order to help our employees to combine work and childcare and to support them when finding leisure activities for their children, which were highly restricted during the COVID-19 pandemic, in cooperation with an external agency, we prepared regular online creative sessions for our employees' children – they got a package with all the material required and they were able to attend the sessions online regardless of their location.

137  
of our employees  
are on maternity or paternal leave



# Professional and Personal Development of Employees

We place emphasis on the continuous development of our employees as well as upskilling in the field of modern technologies, which can then be mediated through our services to our clients. We encourage our employees in their personal as well as professional growth.



Compared to last year, the number of hours dedicated to digital upskilling of our staff increased by **81%**.

**2,929** hours  
of digital upskilling

**80%** of our employees claim to be supported in their digital upskilling sufficiently\*

\* Employees satisfaction survey (2021)

## Complex Learning and Development Programme

We make sure that the given courses and trainings attended by our employees within continuous learning reflect their professional focus, aiming to prepare them to use the acquired knowledge directly with our clients. Moreover, new joiners attend a series of initial trainings that are to help them feel sure about their new work roles. Within the PwC's Academy, our employees can acquire significant professional qualifications, such as ACCA, CIPD, PMP or Lean Six Sigma, and become top specialists not only in the area of accounting and finance.

## Digital Upskilling

Development of innovations and modern technologies constitutes our long-term priority, which is why we also focus on the development of our employees' digital skills. Our employees have the opportunity to attend various training courses focused on data processing and visualisation or on data robot creation. They learn basic or advanced features of programmes such as Alteryx, PowerBI or UiPath.

## Average number of hours dedicated to upskilling according to positions per 1 employee

Position	Počet hodin
Partner	48
Director	50
Senior Manager	41
Manager	53
Senior Associate, Specialist, Consultant	78
Associate, Specialist, Consultant	138

## Highway – Leadership development programme

This year we launched a new development programme dedicated to all employees in leading roles. The programme is focused on development of leadership skills, which is essential for all good leaders. Besides trainings dedicated to topics such as feedback, motivation, delegation, team dynamics, etc., the programme also offers regular community meetings with colleagues with whom it is possible to share tried-and-tested procedures and to discuss specific questions or issues which leaders tend to come across.

## Talent Programme

Talent and potential development support constitutes the key focus with respect to our company as well as our employees. Our Talent Programme is a learning and development programme designed for employees with exceptional work performance. Talented individuals can do their jobs in an excellent way, they wish to work hard on their skills and have a potential to become leaders. We realise various trainings and workshops for them focused on the development of their ability to be good leaders; during the Talent Breakfast, they have the opportunity to meet inspirational personalities from all kinds of fields. What constitutes another important part of the programme is networking where the participants can share their experience with other colleagues and learn from each other, and mentoring – either in the form of mentoring with the company leading partners or within internal mentoring programmes.

## Global Mobility Programme

We offer our employees the possibility of work experience and internships at PwC offices abroad where they can get to know a new working environment and culture and acquire priceless experience working with local clients. Typically, secondment abroad is arranged for one to three years.

**97,104**

is the total number of hours dedicated to employee trainings

# Feedback Culture

**We encourage a feedback culture and motivate our partners and employees to perceive feedback as a gift telling us what we should improve and what to build on. We consider feedback to be a tool for personal growth, as a means of evaluation.**

We perceive feedback as a means of improving our work performance and mutual relationships. Feedback constitutes an integral part of the yearly appraisals of all our employees and a significant steppingstone in their further growth. To make feedback truly efficient and constructive, we offer regular trainings focussed on upskilling in this exact area.

We have launched a debate arena called Hard Talks with our partner Jiří Zouhar for all our Assurance colleagues. The meetings are held twice a year and serve as an opportunity to have an open discussion with the partner concerning anything considered important by the employees. Within the so-called Junior Leadership, our Assurance colleagues may hold regular talks with the leadership on topics of importance on behalf of our junior employees. The employees appoint their representatives who meet with the management on a monthly basis and resolve any current issues. Within all our departments, we hold regular meetings between the management and employees - so called all-hands meetings.

Even this year we continued with the so-called One Firm webcast – an online meeting of employees with the company leadership, where they can find out all about company news and have the opportunity to ask the top management about anything they need to know.

## Employee satisfaction survey

Another important feedback tool is the yearly employee satisfaction survey. It enables us to identify any problematic areas and start to work on their improvement. 84% of our employees participated in the survey this year. According to the survey, one of the things that our employees appreciate is the way how the company manage to handle the impact of the COVID-19 pandemic. At the same time, the survey outcomes revealed the importance of our continuous engagement in the work-life balance topics and healthy work environment. Therefore, employee care remains one of our top priorities; more about this area can be found on [page 47](#).

Employee satisfaction is what we look into on a regular basis. Within the individual teams of Assurance, Consulting (Advisory), and Tax&Legal, a so-called “Mood Monitoring” is carried out. We always pay attention to negative feedback provided by our employees. In cooperation with our internal coaches, we work on improving the given situation.

## Employee performance evaluation

The performance of all our employees is evaluated annually throughout all levels. The evaluation criteria are based on PwC’s five professional factors reflecting the expected skills, competences, and attitude to ethical principles.



# 88% of our employees

claim that the feedback acquired, along with coaching sessions, helped them to improve their work performance\*

\* Employee satisfaction survey (2021)



# Young Talent and Student Development

University students constitute important stakeholders, and, on an annual basis, we organise a number of programmes to help them develop their talent and potential and to offer them support at the start of their careers.

We participate in job fairs and student workshops and, within the PwC Consulting Challenge, university students and new graduates have the opportunity to try technology consulting in practice. Within the regular workshops held at universities, such as Audit naživo, students led by our professionals can try to work on an actual audit or tax job.

We regularly offer job opportunities to interns, and so we cooperate with young talents already during their studies. We help them to acquire their first work experience and interns are also involved in our training programmes. 5,092 hours were dedicated to their development this year. We are ready to help them even with their diploma theses.

More about these activities can be found on [page 62](#) in the chapter called Non-profit Sector – Support of Education, Potential and Talent Development.

## University lectures

More than thirty of our colleagues give lectures at Czech universities; therefore, they help the next generation grow. A platform called the Teachers Club has been created for such colleagues, where they can record the hours spent teaching as working hours, or where they can use the internal coaching services or production support and share their experience at regular meetings of the Club.

## Step by Step

A 3-year trainee programme designed for university students (as of their 2nd year). The programme enables young people who are still studying to acquire:

- necessary work experience,
- professional education in various fields of business,
- valuable contacts,
- personal approach of a PwC mentor, helping them develop their skills and build their self-confidence step by step.



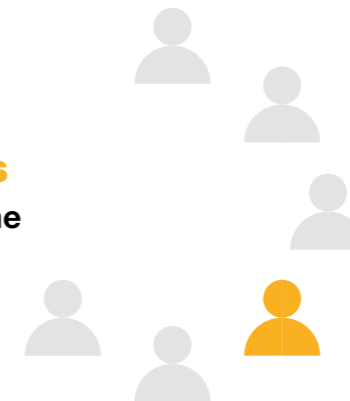
# Employee Care

We wish to create healthy and motivating working conditions for our employees and an environment where they feel good both physically and emotionally at work and afterwards. We help them find and maintain their own work-life balance.

## Flexible working conditions and part-time work

We provide our employees with the opportunity to work part-time; working from home is an automatic option for them, as well as flexible working conditions where the working hours are divided in such a way that allows them to harmonise their duties with family life.

**161**  
employees  
work part-time



## Be Well, Work Well programme

The purpose of the programme is to encourage all of our employees to maintain a healthy lifestyle and wellbeing, and to help them to solve work-related or private issues. We prepared the so called 10 Commandments of Be Well, Work Well, reminding everyone of ten simple rules contributing to making people feel good. Using internal communications, we share with our employees some useful tips on these topics and we inform them of activities they can participate in.

Within the Be Well, Work Well programme, we also responded to the COVID-19 pandemic in order to help our employees to manage everything associated with such situation. More can be found on [page 38](#), chapter Our Response to COVID-19 Pandemic.

## Support provided by our internal coaches

We offer our employees a shoulder to lean on in any situation they may face, where they feel unwell or go through a difficult professional or personal period of time. The PwC Coaching Centre is available for two years already, enabling our employees to seek the support of professional internal coaches who can be contacted anytime. The coaches are there for them not only in crises; they also help them in the area of their professional or personal growth.

This year, the services of the Coaching Centre were used by 125 employees with 250 hours of coaching provided in total. That's nearly 50% more than in the year before. Higher interest in coaching sessions is closely linked to the ongoing COVID-19 pandemic.



## Supporting a healthy lifestyle

### Online fitness activities

Our employees had the opportunity to use a pre-paid service offering unlimited access to online classes from fitness, yoga, physiotherapy or even meditation.

### Physical activity challenges

We prepared a series of physical activity challenges for our employees, through which we encouraged them to run, walk or do any kind of physical activity of their choice.

### Lectures and webinars

How to perform digital detox and find the digital balance, how to avoid the burnout syndrome or how to maintain mental wellbeing (not only) in times of the pandemic, those are some of the topics we mediated to our employees through lectures and webinars.

## Benefits for employees

As of 2009, we use the system of elective employee benefits called PwC Choices. Each employee receives an annual virtual account in the form of points usable for services and products from over 2,000 providers according to their own preference. The benefits include lump-sum meal allowance or the MultiSport Card supporting active leisure time. Moreover, employees can donate their benefit points to non-profit organisations with whom we cooperate on a long-term basis. This year, the organisations received from us the amount of over CZK 27,000.



Our employees can also use discounts provided by our contractual partners or the possibility of cheaper rent or purchase of a vehicle within the PwC Cars programme.

### Events for employees

On a regular basis, we hold formal and informal events for our employees to give them an opportunity to meet other colleagues from other teams across the entire firm (Afterwork) and to find out information on interesting projects they all work on (InBusiness Forum).



In recent years, the world around us has been changing extraordinarily fast, with COVID-19 even accelerating the pace. All this makes high demands on all of us, both on our private or professional lives. At PwC, we strive to support our employees sufficiently for them to have enough room to learn the necessary skills as well as to maintain long-term physical and mental health.



**Martina Kučová**  
HR Director  
at PwC Czech Republic



# Non-profit Sector

We focus on training development and on passing on our know-how within those areas where we have conducted long-term activities.

## Key Focus

### Professional volunteering and pro bono services

We help non-profit organisations and social startups by sharing our knowledge, experience, and know-how in the form of professional volunteering. We intend to help startups kick off their successful and sustainable businesses through which they can have a positive impact on the society we live in, and to help non-profit organisations manage their operating issues so that they can invest their funds and energy into meeting their goals of helping people in need.

### Support training and development of potential and talent

Training constitutes a crucial prerequisite for people's success which, subsequently, companies and non-profit organisations can benefit from. We aim to support young people to fully develop their potential and talent, which will better equip them to succeed in this fast-changing world.

### Passing on know-how concerning digital and modern technologies

We take part in the global initiative entitled "PwC New World. New Skills" within the scope of which we focus on upskilling in the area of digital and modern technologies. Modern technologies continue to increasingly influence our lives, and the COVID-19 pandemic has accelerated this trend even more. We strive to enable all our employees to learn how to use digital technologies and take advantage of all the benefits they offer them, both personally and professionally.

### SDG Targets s velkou prioritou pro PwC



**Quality education**  
**Target 4.4**  
/ New World New Skills  
/ Digital Fitness Assessment  
/ mentoring in the DofE programme



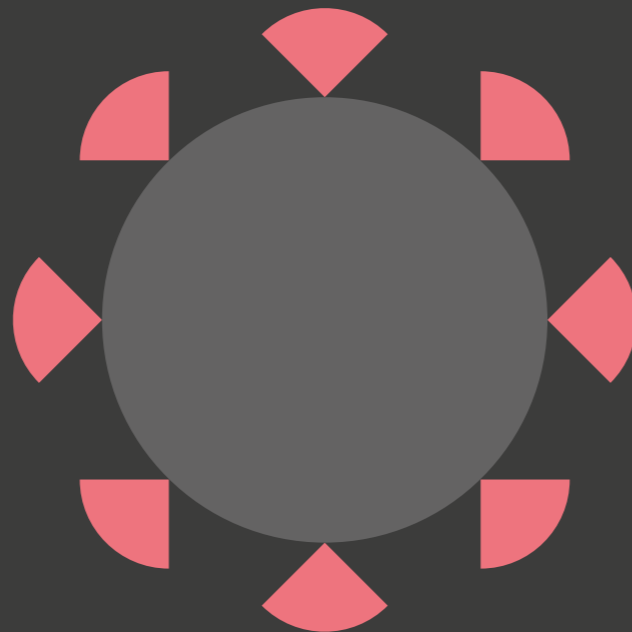
**Decent work and economic growth**  
**Target 8.3**  
/ Social Impact Award  
/ Pro bono audit services

# Our Response to the COVID-19 Pandemic

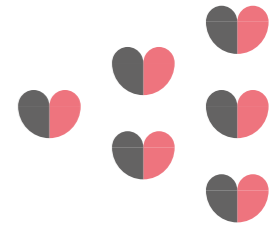
## Charitable collection titled “Energy Boost to Hospitals”

In order to support health professionals from hospitals located in regions which were most affected by the COVID-19 pandemic, in March 2021 we organised a charitable collection. Its aim was to purchase coffee packets, chocolates, energy bars, hand lotions and vitamins, etc., simply anything to boost health professionals' energy and help them to go through another demanding shift.

Within two weeks, material aid amounting to more than CZK 210,000 was collected and sent to hospitals in Benešov, Kolín, Mladá Boleslav, Mariánské Lázně, Trutnov, Cheb and Dvůr Králové. Over CZK 46,000 was collected by our employees; the rest of the amount was provided as PwC's contribution.



# Volunteering and Philanthropic Activities



## Physical volunteering

- Each employee has the possibility to spend one work day volunteering for non-profit organisations.
- Due to the restrictions associated with the COVID-19 pandemic, it was not possible to organise volunteering activities in 2021.
- 46% of our employees would like to get actively involved in physically volunteering for projects\*. Once the pandemic situation allows, we expect to re-launch our volunteering projects.

## Professional volunteering

- We provide non-profit organisations with pro-bono audit and other professional services.
- We are mentors of the founders of social startups and young participants of DofE.
- 44% of our employees\* would like to get involved in professional volunteering and help by sharing their know-how and work experience. Their interest in these projects demonstrates their support.

## Philanthropic activities

- Within the Christmas Charity, we support those nominated by the employees themselves as well as non-profit organisations we cooperate with on a long-term basis.
- Our employees can donate their benefit points from the Benefit Plus employee programme to non-profit organisations.
- On a regular basis, we support the Remembrance Day collection.
- 51% of our employees would like to donate funds within our philanthropic activities\*.

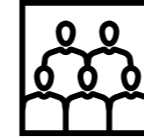
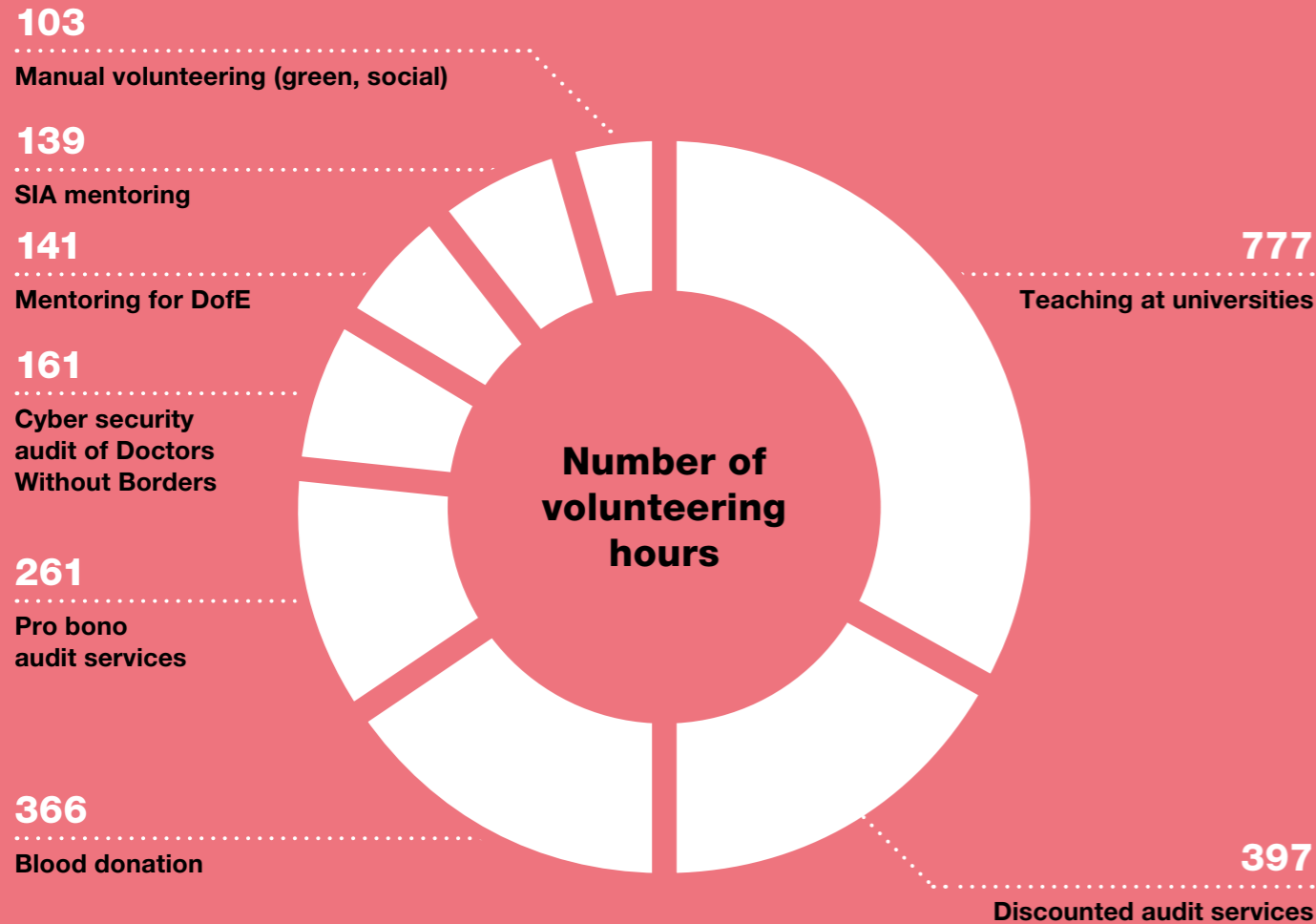
## Learning activities

- Thirty of our colleagues give lectures at Czech universities.
- Representatives of non-profit organisations are offered the opportunity to attend our internal trainings. This year, this opportunity was taken by 19 participants from the non-profit organisations Doctors Without Borders, Ředitel naživo or Krása pomoci. They were mainly interested in trainings focused on MS Excel, feedback or MindMaps.

\* Employee CSR Survey, see [page 14](#).

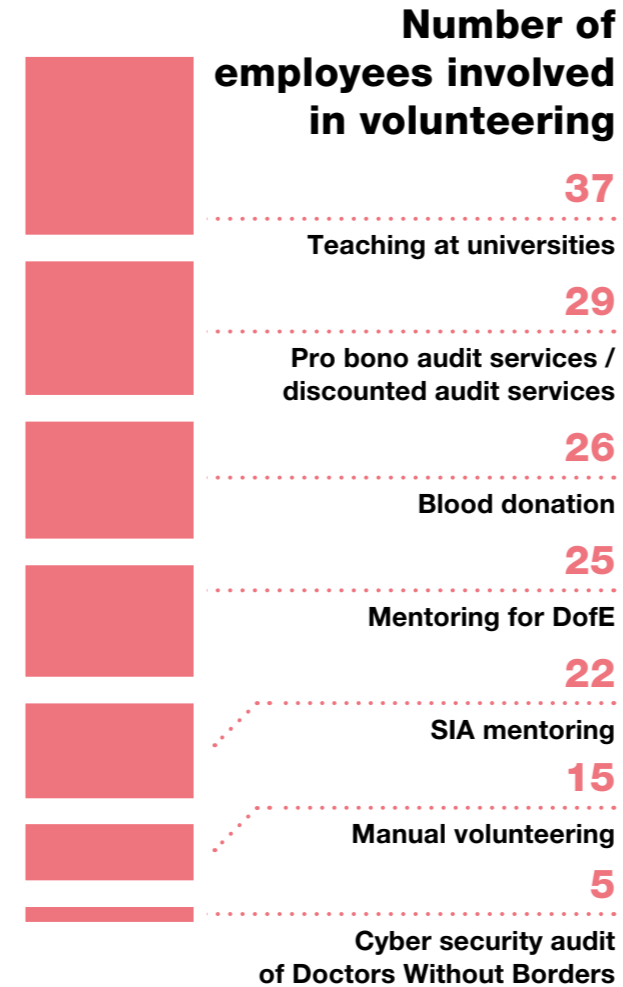
Our employees spent

**2,345** hours volunteering



**159** employees

did volunteer work



**CZK 797,245**

is the total amount donated to support non-profit organisations

**Gifts and sponsoring**

**CZK 413,693**

Christmas Charity:

- PwC (CZK 190,563)
- Employees (CZK 223,130)

**CZK 210,843**

Charitable collection – Energy Boost to Hospitals:

- PwC (CZK 164,193)
- Employees (CZK 46,650)

**CZK 145,000**

Financial and material contributions of PwC

**CZK 27,709**

Donated employee benefit points

# Pro-Bono Audit and Other Services

Our audit services are provided to non-profit organisations completely free of charge or at a price reduced sufficiently to suit their financial situation.

We also provide a pro-bono audit of the results of the Global Teacher Prize Czech Republic (organised by EDUin) that aims to support and praise quality teachers, to motivate the current as well as future ones to perform their work, to help them enhance the prestige of a teacher's job, and to change the perception of the job by the Czech society.

**658** hours

dedicated to pro bono and discounted audit services



## Pro bono cyber security audit of Doctors Without Borders

Data protection is currently a top priority for companies as well as for non-profit organisations; the organisation Doctors Without Borders is one of them. Our colleagues from Cyber & Privacy dedicated their time and effort to auditing the security of this organisation. They focused on verifying that the organisation's data security system has no weaknesses and cannot be misused by anyone.

In total, five of our experts prepared a series of three workshops with a focus on process security, technical security and revision of the Office 365 security system used by the organisation. The output was the security assessment of the organisation as a whole and also specific recommendations on what to improve.

**”** The audit has provided us with a comprehensive insight of the technical as well as procedural level of our security system and it has also provided very specific recommendations that are already being realised right now. We would like to take this opportunity to thank all PwC's people participating in the audit, we admire and highly appreciate their excellent work and assistance.

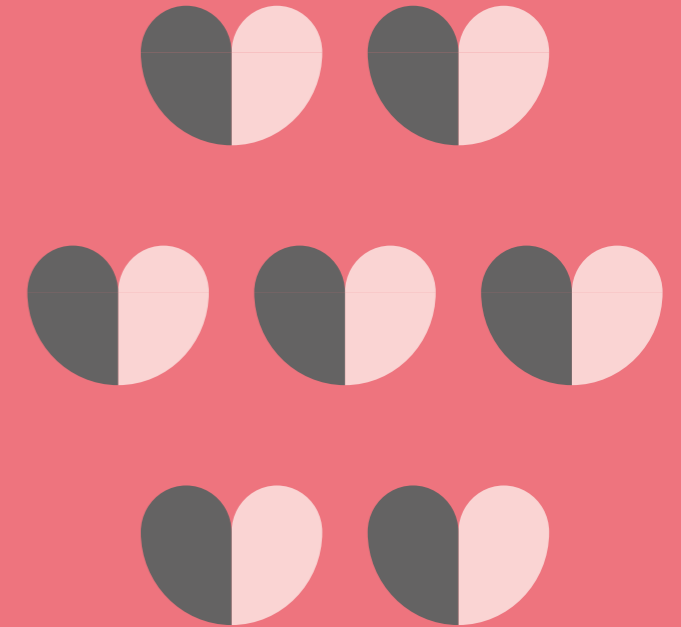
**Sylva Horáková**

General Director at Doctors Without Borders

**161** hours

dedicated to the security audit

# Social Impact Award



## Mentoring of social startups

For the 9<sup>th</sup> year now, we have been a partner of the Social Impact Award (SIA) project supporting young founders of social start-ups. This programme provides overall support to ten finalists to develop their world-changing projects into sustainable businesses. Besides a number of workshops, young participants can rely on the support of mentors – PwC employees. Together they deal with the funding, legal form, taxes, project management, and other issues. The programme culminates with the announcement of three winning projects that the expert jury considers the most progressing; these projects also obtain financial support to help them to further develop.

**9** years

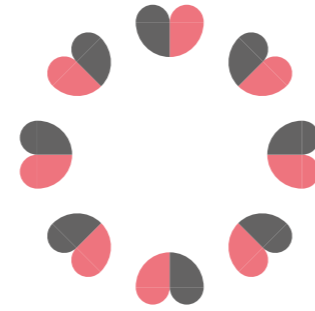
of cooperation with the Social Impact Award

**75** social startups

have been helped by PwC through its cooperation with the SIA

# 139 hours

dedicated to mentoring



The know-how and experience from the business world was shared with the participants by mentors – PwC employees. As opposed to the years before, instead of working in mentoring tandem, each project had one mentor. Along with the participants, the mentors assessed whether the project was realistic and they planned a long-term strategy, establishment of the entire business model, and the preparation and actual realisation of the business. The mentor is also the person who helps the young startupists to identify risks and prevent them from missing out on any other opportunities.

Cooperation with young startupists is beneficial even to the mentors themselves. By being able to use their work experience and know-how in the area of social entrepreneurship, they can look at their work from a different perspective and get out of the rut, embracing new ways of thinking. What's more, they are able to improve their leadership and communication skills.



**Jakub Kavánek**  
Manager, Advisory  
PwC Czech Republic

Being a mentor within the SIA was a pleasure for me. I had the chance to step out of my bubble and to pass my experience from PwC onto others. Most importantly, it was great to participate in an activity with a social purpose and to meet young enthusiasts who care about the world around them.

Cooperation of the young startupists and their mentors does not always end by the announcement of winning projects, though. For instance, a project which triggered long-term cooperation with PwC by involvement in the Social Impact Award was one of the SIA 2020 finalists – **Rekáva**. The project is focused on collection of coffee grounds and their further sustainable usage. Our colleagues from Advisory assisted Rekáva with the creation of its business plan. They prepared several team workshops, thanks to which the founder of the project could create her business model canvas. They helped her to identify realisable ways and to prioritise potential products. Furthermore, they helped Rekáva to set its OKRs for short-term and medium-term horizon.

The cooperation with Rekáva is ongoing; our colleagues are currently working on the preparation of automated reporting for coffee grounds collection.

## Winning projects Social Impact Award 2021

### Nekrachni

Web and mobile application for students of primary/secondary schools and high schools with the aim to improve their financial literacy and to guide them through all finance topics applicable to their everyday life.

### Seek Speak

Application helping the hearing-impaired learn to speak/communicate and to eliminate communication barriers this way. A similar speech therapy application to assess pronunciation automatically can neither be found in the Czech Republic nor abroad.

### Máš chvílku

Project bringing the idea of volunteering to the 21<sup>st</sup> century and connecting those who have a lack of time and energy with those who have a good heart.

### Řemeslow

The winner of public vote. The first unified web platform offering courses of handicraft and repairs.



# Christmas Charity

Christmas Charity has a long tradition at PwC. For the second year already, we organise it in cooperation with the VIA foundation and use its donation platform "Darujme.cz". This allows us to better involve our employees in selecting where their contributions will be sent and to make the whole donation process much simpler.

CZK  
**413,693**



was the amount raised within the Christmas Charity

218 employees participated in the Charity along with their 318 donations.

## Fundraising for specific purposes

Support of twelve stories of people who are fighting their own destiny or having an extraordinary talent, yet lacking the funds for being able to develop their skills, or stories of those looking for a way to make their dream come true. And the support of three non-profit organisations that PwC cooperates with on a long-term basis.

## Employee involvement

Stories are nominated by our staff.

## Easily-made donations

Gifts can be donated online through a donation website that also brings an overview of the amount raised so far.

## Support by PwC

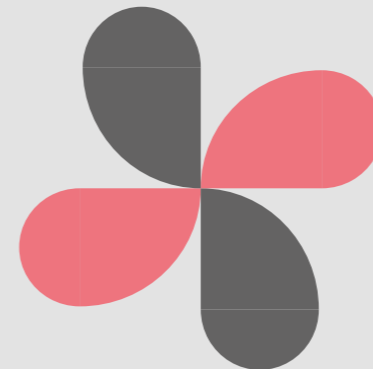
PwC supported each of the nominated stories by CZK 10,000.

## Supported projects and non-profit organizations

- Laptop for Eliška and Pepa
- Rehabilitation for Johánek
- Study trip for the violinists Eduard and Richard
- Rehabilitative appliances for Pavel
- Folding stroller ramp for Tonička
- Eye-tracking computer programme for Anička
- Propellant for health professionals visiting their in-home hospice care clients
- Support of children from children's homes
- Support of Martin the disabled representative
- Swimming pool wheelchair for the rock climber and sportsman Standa
- Rebuilding of Church of St. Michael after fire
- Spa treatment for Vláďa
- Linka bezpečí
- Fond ohrožených dětí
- Doctors Without Borders

# Christmas Gift for our Clients to Support Linka bezpečí

This year, our clients could choose their Christmas gift from us. One of the options was that PwC will support the Linka bezpečí organisation with CZK 500 on their behalf. Thanks to the generosity of our clients, we were able to send a donation amounting to CZK 75,000 to Linka bezpečí.



# Digital Fitness Assessment



Digital Fitness App is a mobile application developed by PwC that enables upskilling in the area of modern and digital technologies and practices new ways of working and thinking. Originally, it was only available free of charge to our employees, but as of 2020 it can be used for free by anyone; the app is available at the Apple App Store as well as Google Play Store.

The application offers a well-arranged overview of nearly sixty areas, including artificial intelligence, virtual reality, cybersecurity, design thinking, smart cities, social media, and many others.

# Support of Education, Potential and Talent Development

## Mentoring of participants in the Duke of Edinburgh International Award (DofE)

This year, we became a partner of DofE – the non-formal education programme dedicated to all young people aged 14–24. It aims to bring out tenacity, persistence and a reasonable sense of purpose in young people, and to make them interested in the society they live in in order to succeed. Each participant has their mentor who leads and motivates them in fulfilling their own goals in three areas – skills, physical activity, and volunteering. Even our employees become the mentors, supporting 24 participants in the programme. They keep in touch with them regularly and support them in being persistent and in not giving up at the slightest signs of first failure, in surpassing their own expectations and stepping out of their comfort zone; simply said, they serve as their guides upon acquiring significant life experience and lead them towards meeting their goals.

## Economic Olympiad

The Economic Olympiad is the greatest competition in the field of economy and finance in the Czech Republic. For the fourth year, PwC has been its

partner, aiming to support the interest of secondary school students in the interest in economy, to offer them room for further development, and to show them in practice how theoretical knowledge can be used in the everyday world. Within the Olympiad, we prepared a competition for the participants titled “You got it with PwC” (“Máš na to s PwC”), dedicated to fashion industry and its sustainability, where students had to reflect on clothing manufacturing, on how to make the business sustainable while respecting the environment, yet making profit. Besides obtaining the Apple Watch as a reward, the winner had the opportunity to take a look at the standard operation of some of our teams and to try things such as work using virtual reality.

## Connecting students with real-world professionals

We support young people at the start of their career and adult life to develop their talent and potential to prepare them for the future.

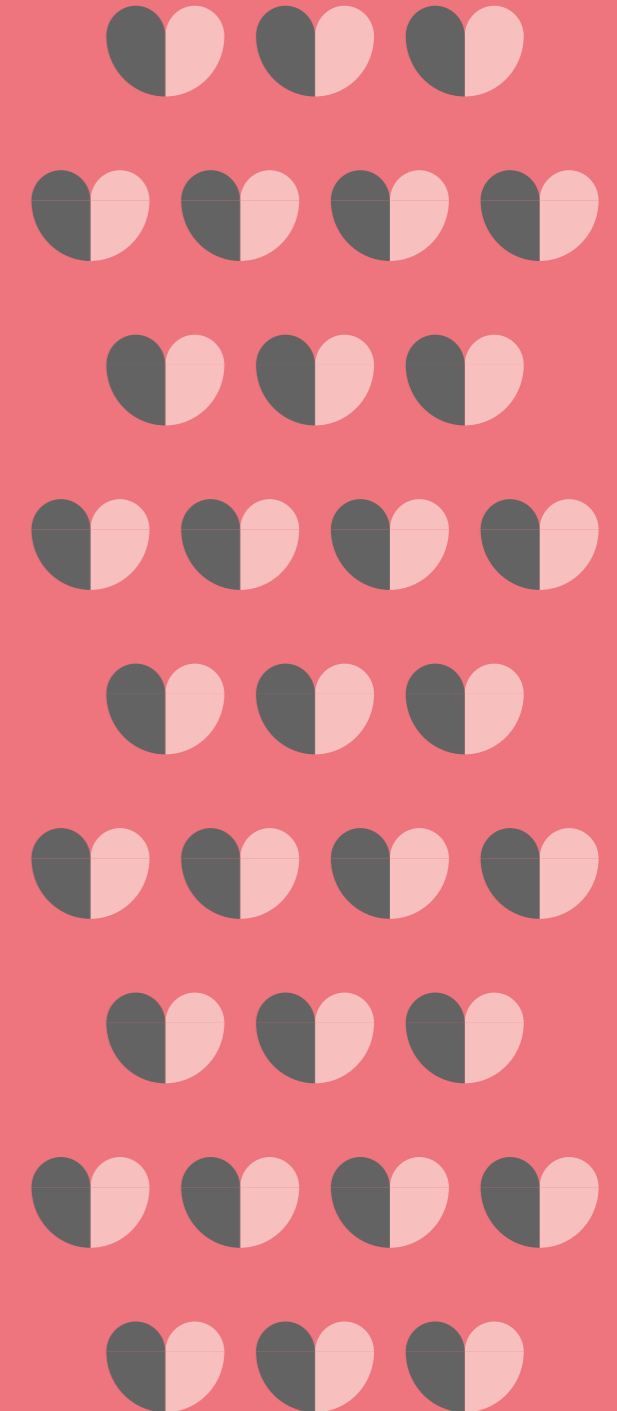
Within the **PwC Consulting Challenge**, university students and new graduates have the opportunity to try technology consulting in practice. Teams of two to four need to write a specific case study seeking a solution to a real problem the company

is facing. This year, the teams were to help the Wolt company. During the task solution, they could consult our professionals and test their own presentation skills while presenting their solutions to an expert jury.

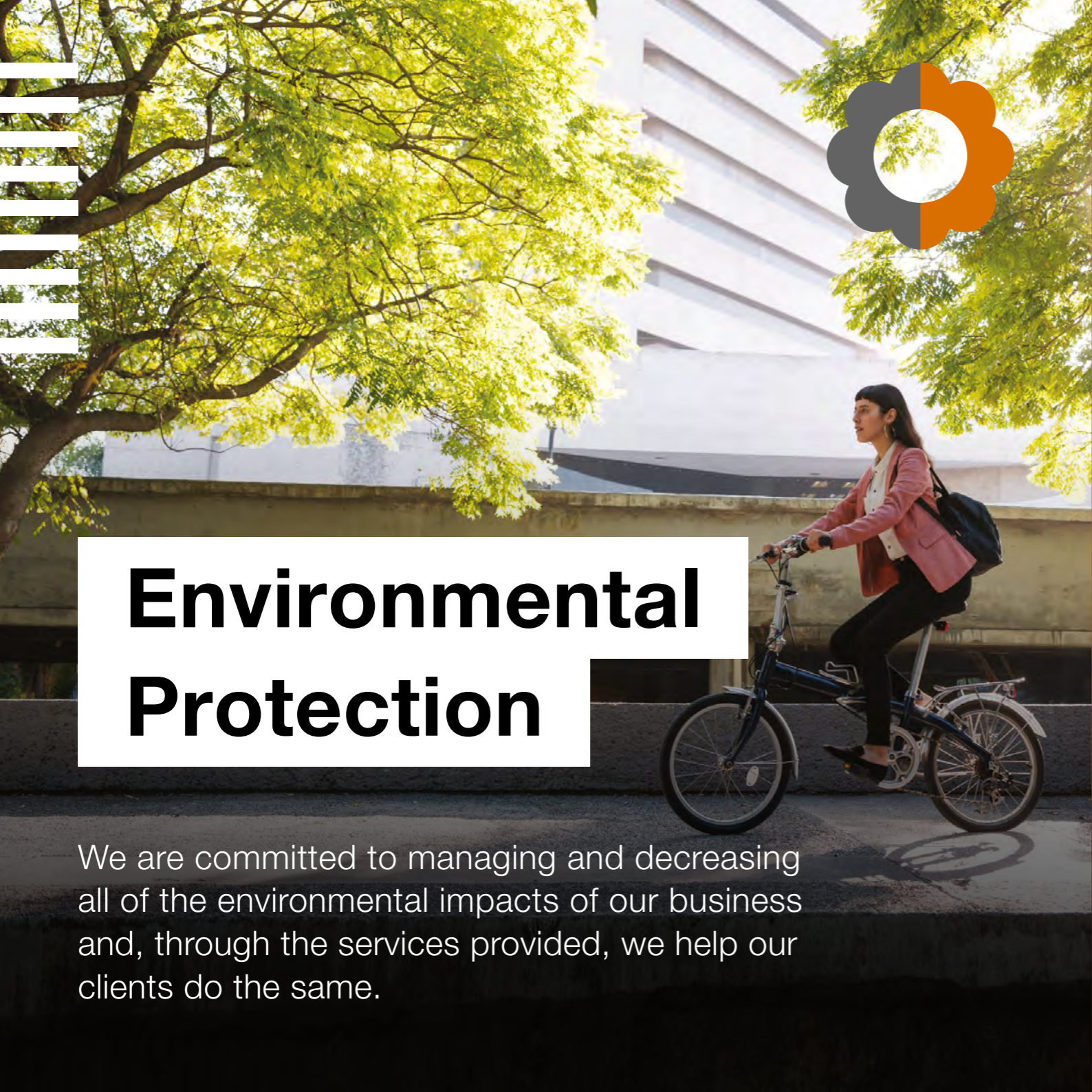
The best team wins a financial reward, but, above all, it has the opportunity to work on real solutions which firms are actually ready to implement rather than just leaving them on a piece of paper.

Within the regular workshops held at universities, such as **Audit naživo**, students led by our professionals can try to work on an actual audit job.

More than thirty of our colleagues give lectures at Czech universities; as university teachers, they share their theoretical knowledge with the students while bringing the context of client work, introducing new technologies used in their work, and allowing the students to try to find a solution to real-life issues.







# Environmental Protection

We are committed to managing and decreasing all of the environmental impacts of our business and, through the services provided, we help our clients do the same.

## Key Focus

### Carbon footprint reduction and handling resources

We aim to reduce our carbon footprint through all the relevant factors, such as consumption of energy, paper, travelling, waste production, etc and fulfill our commitment to achieve carbon neutrality by 2030.

### Our services in the area of a company's impact on the environment

We aim to provide our clients with services that will help them manage and mitigate the impact of their businesses on the environment. More information on our sustainable entrepreneurship services can be found on pages **pages 32 – 35** of this Report.



### High-priority SDG Targets of PwC



#### Responsible consumption and production

**Target 12.6**  
/ Sustainability reporting and our services in the area of sustainable entrepreneurship



#### Climate action

**Target 13.1**  
/ Energy consumption reduction, carbon footprint reduction, carbon neutrality by 2030, paperless office

# We Reduce Our Carbon Footprint

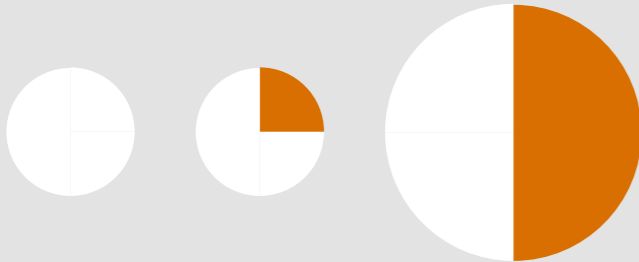
Our main area of interest and activities through which we intend to reduce our environmental impact

## Net zero commitment

To bring its entire carbon footprint to zero and assume the initiative in the fight against climate changes, that's the goal PwC aims to accomplish by 2030. The global commitment concerns all firms within the PwC network, including PwC Czech Republic.

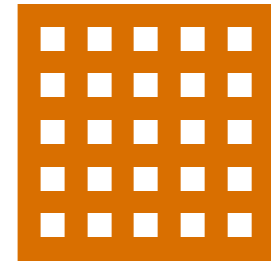
**In order to reduce it further and to become carbon neutral by 2030, the following steps are to be taken:**

- Reducing carbon footprint by 2030 by 50% compared to 2019. This will require 100% transition to electricity produced by renewable resources, increase in energy efficiency of our offices, or reducing emissions associated with business travelling, particularly flying.
- The remaining carbon footprint will be compensated by PwC by investment into so-called off-set projects, i.e. those leading to capturing greenhouse gases or their prevention.



## Ecological office building

On a long-term basis, we have been monitoring our consumption and investing in technical innovations especially in our Prague office – the City Green Court – which has achieved the LEED Platinum certification: Eco-Friendly Company Seat. Besides that, we use the air circulating from the office spaces to heat the garage.



## Electrical energy consumption

Year	Electricity consumption (kWh)
2018	814,632
2019	828,897
2020	725,955
2021	743,863

Energy consumption reduction in years 2020 and 2021 was mainly caused by the transition to working from home. As of next year, we plan to start using green electrical energy only.

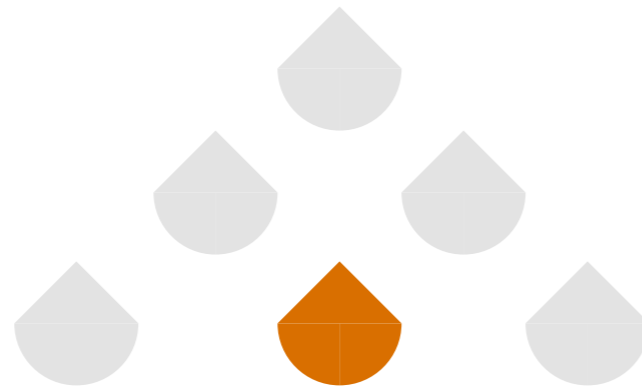




## Water consumption

Year	Water consumption (m <sup>3</sup> )
2018	1,566
2019	1,564
2020	1,358
2021	1,004

Energy consumption reduction in years 2020 and 2021 was mainly caused by the transition to working from home.

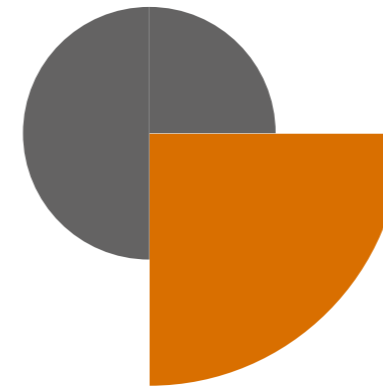


## Carbon footprint measurement

Year	CO <sub>2</sub> e carbon footprint per employee
2019	1.146
2020	1.018
2021	0.541

**Our carbon footprint per employee between the years 2020 and 2021 was reduced by 46.9%.**

The significant reduction of our carbon footprint in this period was affected by a number of restrictions associated with the COVID-19 pandemic, due to which the number of business trips by planes and cars had been decreased. Partially, the reduction will thus be only temporary, but thanks to the support of remote work and the transfer of some of the business meetings to the online environment, we will not be getting back to the values of the past years.



All energy consumption measurements can be found on [pages 81 and 82](#). Details on emission production can be found on [page 82](#).

## Transition to a paperless office

Our long-term goal is to eliminate the need to use printed documents in all areas of our activities. We have been successful at reducing our paper consumption significantly thanks to the ongoing digitalisation of our internal and external processes. Such digitalisation includes, for instance, expense reports or client invoices which we send solely electronically. Moreover, we have been successful at reducing the use of printed materials by using the G Suite tools, enabling the simple sharing of documents with other colleagues.

## Paper consumption

Year	Paper consumption (pcs)
2018	3,285,183
2019	3,372,179
2020	2,888,103
2021	1,951,979



## Collecting recyclables in offices

We keep looking for ways to reduce the amount of waste, and to motivate our employees to recycle, for instance, by providing a well-organised navigation system right in our kitchens. On a long-term basis, we have been collecting recyclables and sending paper, plastics, glass, batteries, light bulbs, metal, and now also bio waste such as coffee grounds, and beverage cartons to recovery facilities.

The collection and disposal of recyclables is taken care of by our supplier with whom we cooperate on the measurement and recording of the amount of waste for each of our offices. 76% of our total waste is sent for further processing; this is an increase of nearly 26% compared to the previous year.

All data related to the waste production and processing can be found on [page 83](#).

## Support of eco-friendly travelling

We encourage our employees to use alternative means of transport; all our offices are easily reachable by public transport. When planning our work based at our client's offices, the distance and means of commuting constitute one of the criteria for team formation. Our building has a bicycle shed, changing rooms and showers available for cyclists.

Business trips by plane or car are optimised to the maximum extent; wherever possible, travelling is replaced with online meetings. Due to the COVID-19 pandemic, associated with a number of major travel restrictions, this means of communication became very much needed.

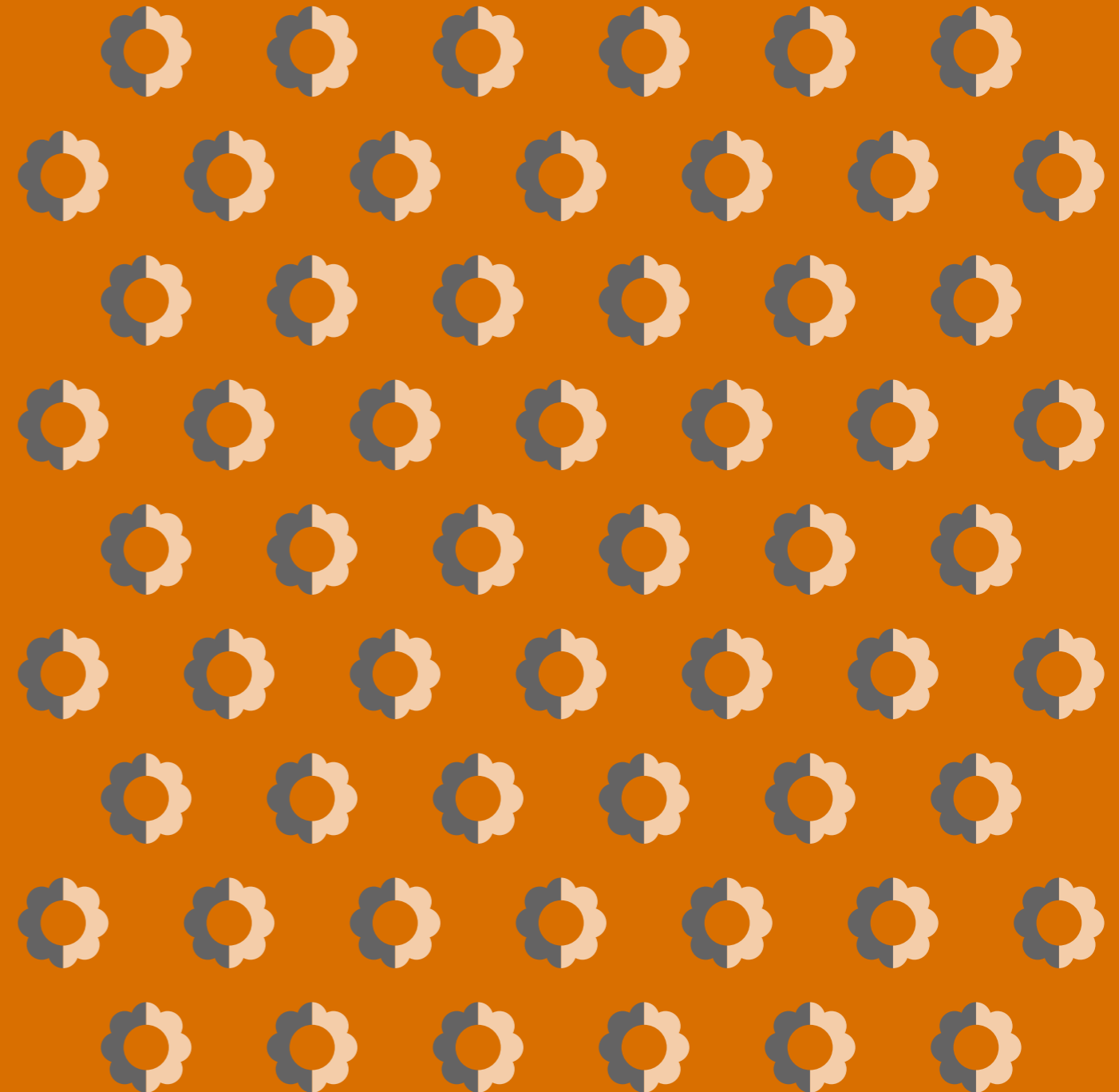
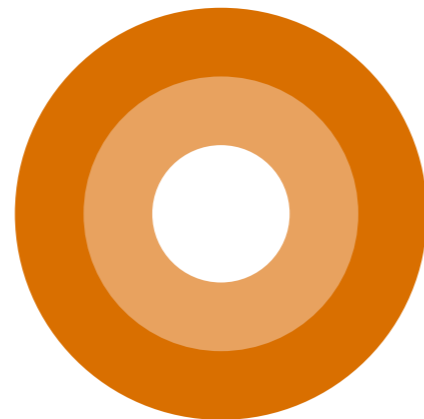
## Green volunteering

Our employees participate in volunteering aimed to protect the nature and the environment. Due to the COVID-19 pandemic, the number of these activities had to be significantly limited. Once the restrictions are loosened, we will gradually start getting back to organising various volunteering events.

More about our volunteering activities can be found in the Non-profit Sector on [page 54](#).

## Internal communications and marketing

Topics related to environmental protection and, above all, ecological activities performed directly at our offices constitute a regular part of our internal communications. We encourage sustainable consumption within the selection of our promotional items, currently including, for instance, glass water bottles or kepcups.



# About the Report

As a global network of companies, PwC is the signatory of the voluntary initiative programme entitled the United Nations Global Compact, incorporating the Ten Sustainability Principles in the area of anti-corruption, human rights, labour, and the environment. On an annual basis, PwC Czech Republic publishes a report on its corporate responsibility activities. We are dedicated to topics we consider to be the most significant from our point of view as well as from the perspective of our partners. The electronic version of the Report can be found at [www.pwc.com/cz/en/o-nas/firemni-odpovednost.html](http://www.pwc.com/cz/en/o-nas/firemni-odpovednost.html).

Information contained in this Report only concerns our activities carried out in the Czech Republic. More on corporate responsibility activities of the international PwC network can be found at [www.pwc.com/globalcommunities](http://www.pwc.com/globalcommunities). All qualitative and quantitative data included in this Report concerns the financial year 2021 (from 1 July 2020 to 30 June 2021).

## Reporting process

Unless otherwise provided, quantitative information has been gained from measurements using the international central system, including financial records. Our reporting process is based on data arising from the specific measurement of the individual departments (energy consumption measurement, paper consumption measurement,

employee records, records of workload or training) which is subsequently passed on to the CSR specialist. Our carbon footprint is measured in compliance with the international methods of the Greenhouse Gas Protocol. This report has been prepared in accordance with the GRI Standards: Core option. Based on the nature of our business and consultations with stakeholders, we have defined the material topics to be included in this Report. Quantitative indicators describe the impacts occurring inside the organisation, in direct association with our activities. We also report our management approach to impacts occurring outside of the organisation, resulting from our services and business relationships.

### Our report is prepared on an annual basis and includes all legal entities

- PricewaterhouseCoopers Audit, s.r.o.
- PricewaterhouseCoopers Česká republika, s.r.o.
- PricewaterhouseCoopers Legal s.r.o.
- PricewaterhouseCoopers IT Services, s.r.o.
- PricewaterhouseCoopers IT Services Limited, odštěpný závod.

### Address

City Green Court  
Hvězdova 1734/2c  
140 00 Prague 4

# GRI Index

GRI Standard	Disclosures	Page	Comment
<b>GENERAL DISCLOSURES</b>			
<b>GENERAL DISCLOSURES 2016 (GRI 102)</b>			
<b>Organizational Profile</b>			
102-1	Name of the organization	6, 72	
102-2	Activities, brands, products, and services	6, 8 – 9	
102-3	Location of headquarters	72	
102-4	Location of operations	6	
102-5	Ownership and legal form	72	
102-6	Markets served	6, 8 – 9	
102-7	Scale of the organization	6, 10	
102-8	Information on employees and other workers	79, 84 – 85	
102-9	Supply chain	26	
102-10	Significant changes to the organization and its supply chain	72	No significant changes between the individual periods.
102-11	Precautionary Principle or approach	26	
102-12	External initiatives	28 – 30	
102-13	Membership of associations	27 – 28	
<b>Strategy</b>			
102-14	Statement from senior decision-maker	2 – 3	
<b>Ethics and integrity</b>			
102-16	Values, principles, standards, and norms of behavior	7, 12 – 13, 24 – 25	
<b>Governance</b>			
102-18	Governance structure	11	
<b>Stakeholder engagement</b>			
102-40	List of stakeholder groups	16	
102-41	Collective bargaining agreements	25, 44	Our employees are not organized in unions.
102-42	Identifying and selecting stakeholders	14 – 16	

GRI Standard	Disclosures	Page	Comment
102-43	Approach to stakeholder engagement	14 – 16	
102-44	Key topics and concerns raised	18, 19	
<b>Reporting practice</b>			
102-45	Entities included in the consolidated financial statements	72	Each legal entity prepares its own financial statements independently. This Report presents the information summary.
102-46	Defining report content and topic Boundaries	16, 18 – 19, 72	
102-47	List of material topics	18, 19	
102-48	Restatements of information	–	None.
102-49	Changes in reporting	82	GRI 303 - Water is now reported separately in the GRI Index. Previously, data for water consumption was reported together with energy consumption (GRI 302).
102-50	Reporting period	72	
102-51	Date of most recent report	72	July 2021
102-52	Reporting cycle	72	
102-53	Contact point for questions regarding the report	88	
102-54	Claims of reporting in accordance with the GRI Standards	72	
102-55	GRI content index	73 – 77	
102-56	External assurance	–	This Report is not subject to external assurance.
<b>MANAGEMENT APPROACH 2016 (GRI 103)</b>			
103-1	Explanation of the material topic and its Boundary	–	Material topics are explained in the relevant chapters where we also describe our approach to their management. Topic boundaries are summarised in the overview on <a href="#">page 18</a> and <a href="#">19</a> .
103-2	The management approach and its components	–	Outcomes (indicators) for the given material topics are provided in the relevant chapters and in the section “Detailed Measurement of GRI Indicators”. On <a href="#">page 20</a> , our awards are presented.
103-3	Evaluation of the management approach	–	
<b>MATERIAL TOPICS</b>			
<b>GRI 200: ECONOMIC</b>			
103	Management Approach	23	See also the Global Annual Review at: <a href="http://www.pwc.com/gx/en/about/global-annual-review-2021/impact.html">www.pwc.com/gx/en/about/global-annual-review-2021/impact.html</a>
<b>ECONOMIC PERFORMANCE 2016 (GRI 201)</b>			
103	Management Approach	6	

GRI Standard	Disclosures	Page	Comment
201-1	Direct economic value generated and distributed	6, 10	A complete overview of our financial performance is available in the Annual Report disclosed in the Commercial Register ( <a href="http://www.justice.cz">www.justice.cz</a> ). This Report contains the selected key financial indicators.
<b>MARKET PRESENCE 2016 (GRI 202)</b>			
103	Management Approach	6, 8, 9	
202-2	Proportion of senior management hired from the local community	40, 85	
<b>INDIRECT ECONOMIC IMPACTS 2016 (GRI 203)</b>			
103	Management Approach	12, 13, 51 – 53	Description of our sustainability strategy.
203-2	Significant indirect economic impacts	12,13, 53 – 63, 80	Cooperation with the non-profit sector.
<b>ANTI-CORRUPTION 2016 (GRI 205)</b>			
103	Management Approach	24	
205-2	Communication and training about anti-corruption policies and procedures	24, 81	
<b>ANTI-COMPETITIVE BEHAVIOUR 2016 (GRI 206)</b>			
103	Management Approach	24, 27 – 28	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	–	No sanction for the breach of policy on the protection of economic competition has been imposed.
<b>GRI 300: ENVIRONMENTAL</b>			
<b>MANAGEMENT APPROACH 2016 (GRI 103)</b>			
103	Management Approach	65	
<b>MATERIALS 2016 (GRI 301)</b>			
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301-1	Materials used by weight or volume	69, 81	
<b>ENERGY 2016 (GRI 302)</b>			
103	Management Approach	66 – 69	
302-1	Energy consumption within the organization	81	
<b>WATER (GRI 303: WATER AND EFFLUENTS 2018)</b>			
103	Management approach	68	
303-3	Water withdrawal	82	
<b>EMISSIONS 2016 (GRI 305)</b>			
103	Management Approach	65 – 69	
305-1	Direct (Scope 1) GHG emissions	82	

GRI Standard	Disclosures	Page	Comment
305-2	Energy indirect (Scope 2) GHG emissions	82	
305-4	GHG emissions intensity	69, 82	
305-5	Reduction of GHG emissions	69, 82	
<b>WASTE 2020 (GRI 306)</b>			
103	Management Approach	69 – 70	
306-1	Waste generation and significant waste-related impacts	69 – 70	
306-2	Management of significant waste-related impacts	69 – 70	
306-3	Waste generated	83	
306-4	Waste diverted from disposal	83	
306-5	Waste directed to disposal	83	
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT 2016 (GRI 308)</b>			
103	Management Approach	25 – 26	
308-1	New suppliers that were screened using environmental criteria	26	
<b>GRI 400: SOCIAL</b>			
<b>MANAGEMENT APPROACH 2016 (GRI 103)</b>			
103	Management Approach	37, 51	
<b>EMPLOYMENT 2016 (GRI 401)</b>			
103	Management Approach	37, 41	
PwC indicator	New hires	84	Information on new employee hires is provided pursuant to our internal indicator; not the full scope of GRI 401-1.
PwC indicator	Parental leave	41, 84	Information on parental leave is provided pursuant to our internal indicator; not the full scope of GRI 401-3.
<b>HEALTH AND SAFETY AT WORK (OWN PWC TOPIC)</b>			
	Employee care – healthy lifestyle and wellbeing	47 – 48	We monitor and report the information that is important in respect to the nature of our business. It does not include the full scope pursuant to the requirements of the GRI 403 standard and 403-6 indicator.
<b>TRAINING AND EDUCATION 2016 (GRI 404)</b>			
103	Management Approach	37, 42 – 43	
404-1	Average hours of training per year per employee	43, 84	
404-2	Programs for upgrading employee skills and transition assistance programs	42 – 43, 46	
404-3	Percentage of employees receiving regular performance and career development reviews	44	

GRI Standard	Disclosures	Page	Comment
<b>DIVERSITY AND EQUAL OPPORTUNITY 2016 (GRI 405)</b>			
103	Management Approach	37, 39	
405-1	Diversity of governance bodies and employees	40, 79, 85	
<b>NON-DISCRIMINATION 2016 (GRI 406)</b>			
103	Management Approach	39	
406-1	Incidents of discrimination and corrective actions taken	–	No case of discrimination has been reported.
<b>HUMAN RIGHTS PROTECTION</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	25 – 26	
408-1	Operations and suppliers at significant risk for incidents of child labor	25 – 26	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	25 – 26	Our approach to human rights in company and among our suppliers is governed by our codes and statements contained in this report.
410-1	Security personnel trained in human rights policies or procedures	25 – 26	
411-1	Incidents of violations involving rights of indigenous peoples	25 – 26	
412-1	Operations that have been subject to human rights reviews or impact assessments	25 – 26	
<b>LOCAL COMMUNITIES 2016 (GRI 413)</b>			
103	Management Approach	51 – 53	
413-1	Operations with local community engagement, impact assessments, and development programs	54 – 63	Data on our cooperation with the non-profit sector has been united under the 203-2 indicator and will no longer be provided separately under GRI 413.
<b>SUPPLIER SOCIAL ASSESSMENT 2016 (GRI 414)</b>			
103	Management Approach	25 – 26	
414-1	New suppliers that were screened using social criteria	25 – 26	
<b>CUSTOMER PRIVACY 2016 (GRI 418)</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	–	No case reported.
<b>SOCIOECONOMIC COMPLIANCE 2016 (GRI 419)</b>			
103	Management Approach	24 – 26	
419-1	Non-compliance with laws and regulations in the social and economic area	–	No case reported.

# Detailed Measurement of GRI Indicators

## GRI 102-8 | Information on employees

Total employee numbers at all times as at 30 June of the relevant year. Total employee number is calculated based on local employment contracts excluding interns and contractors. What we provide is the headcount, not the FTE.

Line of Service	Total number of employees				Female				Male				Part-time				Fixed-term	
	Financial year																	
	2021	2020	2019	2018	2021	2020	2019	2018	2021	2020	2019	2018	2021	2020	2019	2018	2021	2020
<b>Assurance</b>	517	488	471	418	262	230	221	204	253	258	250	214	66	55	54	40	28	6
<b>Consulting</b>	218	208	211	205	81	77	74	73	137	131	137	132	17	19	22	22	13	6
<b>Tax and Legal</b>	181	173	181	177	134	129	136	132	47	44	45	45	56	44	47	52	7	3
<b>Internal Firm Services</b>	168	171	177	182	94	101	97	101	74	70	80	81	22	22	24	22	13	3
<b>Total</b>	<b>1,084</b>	<b>1,040</b>	<b>1,040</b>	<b>982</b>	<b>571</b>	<b>537</b>	<b>528</b>	<b>510</b>	<b>511</b>	<b>503</b>	<b>512</b>	<b>472</b>	<b>161</b>	<b>140</b>	<b>147</b>	<b>136</b>	<b>61</b>	<b>18</b>

Line of Service	Prague				Brno				Ostrava			
	Financial year											
	2021	2020	2019	2018	2021	2020	2019	2018	2021	2020	2019	2018
<b>Assurance</b>	404	395	380	334	63	58	54	49	50	35	37	35
<b>Consulting</b>	217	207	211	205	1	1	0	0	0	0	0	0
<b>Tax and Legal</b>	155	146	156	153	24	25	23	23	2	2	2	1
<b>Internal Firm Services</b>	161	165	171	176	5	5	5	5	2	1	1	1
<b>Total</b>	<b>937</b>	<b>913</b>	<b>918</b>	<b>868</b>	<b>93</b>	<b>89</b>	<b>82</b>	<b>77</b>	<b>54</b>	<b>38</b>	<b>40</b>	<b>37</b>

**Note:** For two of our employees, the gender is unknown; therefore, the total number by gender differs from the total number of employees. Due to the insignificant number of fixed-term contracts, we did not report them before; therefore, only data for financial years 2020 and 2021 is provided in this Report.

## GRI 202-2 | Proportion of senior management

Year	Leadership (partners) by nationality						Total
	Czech	British	Australian	Slovak	Polish	Romanian	
<b>2021</b>	20	2	0	0	1	1	<b>24</b>
<b>2020</b>	20	2	0	0	0	1	<b>23</b>
<b>2019</b>	19	2	1	1	0	0	<b>23</b>
<b>2018</b>	17	2	1	1	0	0	<b>21</b>



## GRI 203-2 | Cooperation with the non-profit sector

### Volunteering

Activity	2021		2020		2019	
	Hours	Number of employees	Hours	Number of employees	Hours	Number of employees
Manual volunteering	103	15	625	83	1,210	83
University teaching	777	37	242	20	104	14
Blood donation	366	26	341	30	243	20
Pro bono audits	261	29	485	13		n/a
Discounted audits	397		608			
Security audit for Lékaři bez hranic	161	5		n/a		n/a
DofE mentoring	141	25				
SIA mentoring	139	22	134	25	reported in manual volunteering	
<b>Total</b>	<b>2,345</b>	<b>159</b>	<b>2,434</b>	<b>171</b>	<b>1,557</b>	<b>117</b>

**Note:** The decrease in the number of hours dedicated to manual volunteering was caused by restrictions associated with organisation of volunteering events due to the COVID-19 pandemic. The significant increase in hours dedicated to teaching at universities was caused by the higher number of employees involved in volunteering as well as by the fact that more colleagues taught their own subjects which they also teach during the semester on a weekly basis.

### Donations and sponsorship

Activity	2021	2020	2019	2018
Financial and material contributions by PwC	145,000 CZK	331,195 CZK	437,500 CZK	615,100 CZK
Donated benefit points by employees	27,709 CZK	94,810 CZK	n/a	n/a
Support of health professionals – Energie do nemocnic				
PwC	164,193 CZK	n/a	n/a	n/a
Employees	46,650 CZK			
Christmas charity				
PwC	190,563 CZK	187,380 CZK	Reported in contributions by PwC	
Employees	223,130 CZK	238,201 CZK	180,000 CZK	98,800 CZK
<b>Total</b>	<b>797,245 CZK</b>	<b>851,586 CZK</b>	<b>617,500 CZK</b>	<b>713,900 CZK</b>

## GRI 205-2 | Anti-corruption action

	Unit	Financial year			
		2021	2020	2019	2018
Annual confirmation of independence	% of employees	100	100	100	100

## GRI 301-1 | Paper consumption

	Unit	Financial year			
		2021	2020	2019	2018
Paper consumption at the office	pcs	1,951,979	2,888,103	3,472,179	3,285,183
Per tree calculator	pcs	166	245	295	279

**Note:** We have been successful at reducing our paper consumption significantly thanks to the ongoing digitalisation of our internal and external processes. Such digitalisation includes, for instance, expense reports or client invoices which we now send solely electronically. Moreover, we have been successful at reducing the use of printed materials by using the G Suite tools, enabling the simple sharing of documents with other colleagues. What also contributed to the decrease in paper consumption was the transition to working from home due to the COVID-19 pandemic.

## GRI 302-1 | Energy consumption within the organisation

Energy	Office/ Energy	Unit	Financial year			
			2021	2020	2019	2018
Gas	Ostrava	kWh	73,591	73,048	74,012	73,048
Heat	Prague	GJ	1,512	1,555	1,376	1,259
	Brno		262	282	271	275
Electricity	Prague	kWh	703,372	677,989	797,113	782,964
	Brno		34,499	42,087	25,774	25,788
	Ostrava		5,992	5,880	6,010	5,880
Energy consumption in total	Gas	GJ	264.9	263.0	263.0	–
	Heat		1,173.9	1,836.9	1,647.0	–
	Electricity		2,677.9	2,613.4	2,795.2	–
	<b>Total</b>		<b>4,717</b>	<b>4,713</b>	<b>4,705</b>	<b>–</b>

## GRI 303-3 | Water consumption

Office	Unit	Financial year			
		2021	2020	2019	2018
Prague	m³	436	599	891	987
Brno		253	389	301	209
Ostrava		315	370	372	370

## GRI 305 | CO<sub>2</sub> Emissions

Carbon footprint	Indicator (t CO <sub>2</sub> e)	Emissions source	2021	2020	2019	Emissions factor
305-1	GHG direct (Scope 1)	Gas	13.5	14.9	15.1	DEFRA
		<b>Scope 1</b>	<b>13.5</b>	<b>14.9</b>	<b>15.1</b>	-
305-2	GHG indirect (Scope 2)	Electricity	396.1	431.9	503.1	AIB
		Heat	84.1	88.1	80.5	DEFRA
		<b>Scope 2</b>	<b>480.2</b>	<b>520.0</b>	<b>583.7</b>	-
305-3	GHG indirect (Scope 3)	Business travel by plane	39.5	402.7	412.5	-
		Business travel by car	52.5	120.5	179.9	-
		Water	0.4	0.5	0.5	-
		<b>Scope 3</b>	<b>92.3</b>	<b>523.6</b>	<b>592.9</b>	-
		CO <sub>2</sub> emissions in total *	<b>586.0</b>	<b>1 058.5</b>	<b>1 191.7</b>	-
305-4	Intensity of GHG	Conversion to one employee	0.541	1.018	1.146	-
305-5	Decrease GHG emissions	year on year **	- 46.9 %	- 11.2 %	-	-

### Notes:

\* Greenhouse gases emissions include CO<sub>2</sub> emissions. Due to the nature of our business, other emissions are insignificant. Energy indirect (Scope 2) emissions are reported using market-based method. Location-based values do not differ significantly. We do not monitor business trips by train. Their impact on total CO<sub>2</sub> emissions is insignificant. We do not use company vehicles for business trips. Scope 3 emissions only include emissions produced by the activities of our organisation. They do not include supply chain emissions. We are working on extending the Scope 3 reporting in the future.

\*\* Significant temporary decrease of emissions in 2021 was caused by limited business trips during the pandemic restrictions.

## GRI 306-3, 306-4, 306-5 | Waste within the office

Material	Office	Unit	Financial year			
			2021	2020	2019	2018
Paper	Prague	tons (t)	11.50	8.24	7.12	7.32
	Brno		0.70	6.00	5.40	5.39
	Ostrava		0.28	0.27	0.37	2.86
Plastic	Prague	tons (t)	3.60	3.03	2.91	2.88
	Brno		0.04	0.12	0.18	0.01
	Ostrava		0.09	0.09	0.09	0.05
Sklo	Prague	tons (t)	n/a	0.52	0.10	0.38
	Brno		0.06	0.03	0.05	0.02
Beverage cartons	Prague	tons (t)	0.14	0.17	n/a	n/a
Bio waste	Prague	tons (t)	2.65	0.14	n/a	n/a
Mixed waste	Prague	tons (t)	5.98	18.54	25.86	25.92
	Brno		n/a	n/a	n/a	n/a
	Ostrava		n/a	n/a	n/a	n/a
<b>Total</b>		<b>tons (t)</b>	<b>25.04</b>	<b>37.15</b>	<b>42.08</b>	<b>44.83</b>

Note: The volume of mixed waste in Brno and Ostrava is not monitored separately, the collection of municipal waste takes place jointly for all tenants of offices in the building.

GRI	Material	Unit	Financial year			
			2021	2020	2019	2018
306-4	Waste diverted from disposal	tons (t)	19.06	18.61	16.22	18.91
		% of total amount of waste	76.1	50.1	38.5	42.2
306-5	Waste directed to disposal	tons (t)	5.98	18.54	25.86	25.92
		% of total amount of waste	23.9	49.9	61.5	57.8



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# Why to Read the Report and what to Learn from it

The Report is aimed for everyone who wants to know more about connecting business strategies with the corporate responsibility concept, or who wants to get to know us better or get inspired.

We look forward to your feedback and comments, as they constitute an important source of information helping us improve our future activities. Thank you in advance for your feedback.

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