



FY14 Update

US Corporate Responsibility Report

Our take on responsibility

Corporate responsibility at PwC

An organization’s ability to thrive in today’s marketplace has as much to do with navigating complex issues as it does with constructing and delivering solutions to society’s greatest challenges. At PwC, corporate responsibility (CR) is a key part of our overall strategy and is core to who we are as an organization. Whether through our employee lifecycle, collaboration opportunities, or thought leadership, our emphasis is on connecting our people to work that substantively helps to solve important problems and build trust in society. While our focus centers on our themes of youth education, inclusion, and the environment, our goal is to deliver positive social impact, with measurable and long-lasting results.

Reporting on our sustainability efforts, including progress made toward our public commitments, is essential as we seek to continually demonstrate transparency and build trust with our stakeholders. We are proud of what we accomplished this year, but also recognize there is more to do to create long-term and positive impacts for our communities and for broader society.

This report serves as an update to our more comprehensive FY13 web-based report, which was aligned with the Global Reporting Initiative (GRI) G4 Guidelines. Our next full-length CR Report is scheduled for release in fall 2015.



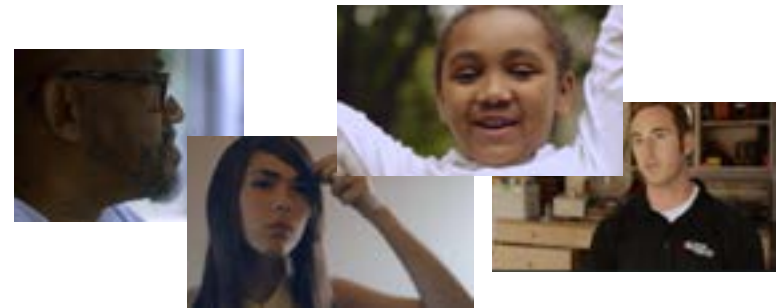
For more about the efforts highlighted in this update, download our [Apple iOS](#) and [Android](#) apps. For more about our CR strategy, explore our more comprehensive [FY13 US Corporate Responsibility report](#).

References in this report to “our firm” refer to the US operations of PwC and references to “partners” include partners and principals. More information about PwC is available at www.pwc.com/us.

Changing lives

“When you see a wrong, no matter how big or how small, you want to do something about it.”

— Tony Hillery, *Harlem Grown*



[Visit PwC’s Changing Lives microsite](#)



#banbossy

PwC Talks: Leaning in together with Sheryl Sandberg

Sheryl Sandberg's best-selling book, *Lean In*, inspired a global conversation around gender. As part of our *PwC Talks* series, Sandberg and PwC's chairman talked about changing biases to allow everyone to "lean in."



CEO Water Mandate

Collaborating to address water-related risks



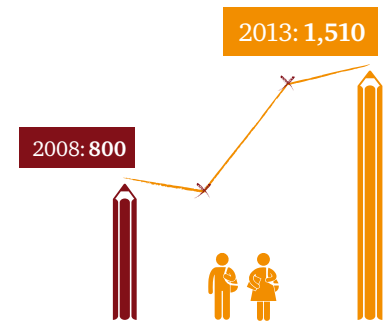
Building skills in Belize

Project Belize turns six

PwC's Project Belize marked its sixth anniversary with a redesigned, Belize-centric curriculum, developed with input from the Ministry of Education of Belize and feedback from local teachers. In July, 400 of our PwC partners, staff, interns, and retired

partners used the new lessons, employing examples from well-known Belizean brands and institutions, to teach nearly 2,000 students, teachers, and parents about entrepreneurship and financial capability.

Students reached



Savvy summer campers

Teaching financial literacy through summer PwC financial camps



The brainy bunch

PwC Charitable Foundation's Merit Scholars Program

Fifteen children of PwC partners and staff were named National Merit Scholarship finalists. In 2013, the PwC Charitable Foundation Inc.'s (the Foundation) Merit Scholars Program recognized each of these students with a \$5,000 scholarship.



Understanding your impact

PwC launches Total Impact Measurement & Management (TIMM)

CEOs face challenging strategic decisions. To help them more effectively compare the positive and negative impacts of their strategies and investment options, PwC developed the TIMM framework. The framework

helps executives value the social, environment, tax, and economic aspects of their decisions and provides a more holistic perspective on the total impact of the company's business activities.



Strategies to grow

PwC delivered pro bono services to the Boys & Girls Clubs of America to incorporate more effective use of technology in all aspects of their programming, from fundraising to member engagement.



Sharing our voice

PwC's CR blog launches to share insights, best practices



A record year

The PwC Charitable Foundation grows, awarding \$12.5 million in grants



365/24-7

PwC thought leadership mobile app

Engaging, addictive, and available anywhere. That's how we're delivering our best business insights to our clients. 365™, our new mobile app, allows readers to access content wherever, whenever, and however they want it.

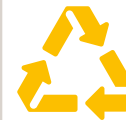
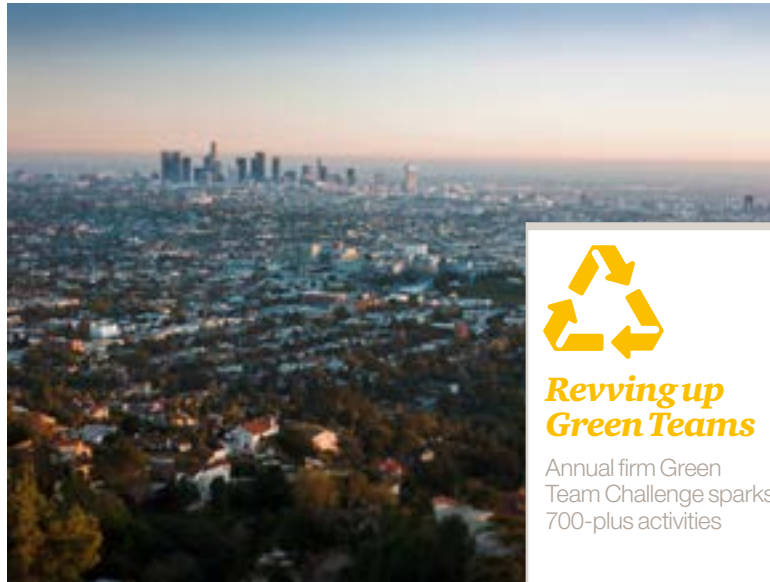


Breaking records, not piggy banks

A world record

More than 800 PwC partners and staff, along with community organizations Playworks and Junior Achievement, joined forces with 18 schools across Southern California, Arizona, and Nevada to set a GUINNESS WORLD RECORDS® for the "largest simultaneous financial

literacy lesson in multiple locations." PwC volunteers taught concurrent lessons on spending, saving, and investing to nearly 4,800 elementary school students. Beyond breaking records, the teach-in helped break through to youngsters in underserved communities.



Revving up Green Teams

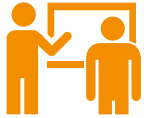
Annual firm Green Team Challenge sparks 700-plus activities



All in the family

PwC ranks among Top 10 best companies for working mothers





Empowering educators

Collaborating with Knowledge@Wharton High School

Just one in five teachers say they feel prepared to teach financial literacy. Yet, these educators are often students' main resource of practical economic skills that prove essential beyond the classroom. For the third time since 2012, PwC collaborated with

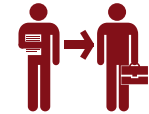
Knowledge@Wharton High School to provide intensive, three-day seminars to 250 teachers and administrators, with the aim of deepening their knowledge and teaching skills in financial literacy and business.



Megatrends, mega opportunities

Five global megatrends

The world is changing rapidly and uncertainty is the new normal. We're exploring how megatrends can translate into mega opportunities for organizations that capitalize on them and learn to adapt.



Closing the "opportunity divide"

Our pro bono work with Year Up is helping the non-profit offer even more internships and job opportunities to motivated young adults.



Cents and sensibility

JA Build Your Future mobile app evaluates college ROI.



Diversity is a team effort

We work with national diversity organizations – such as NABA, Alpha and Ascend – to help build a more inclusive culture that values differences.

Devastation in the Philippines

Typhoon Haiyan recovery efforts

Typhoon Haiyan was the most devastating typhoon ever recorded in the Philippines, impacting 2.3 million families, costing more than \$5 billion in reconstruction, and taking the lives of 6,300 people. Together with \$500,000

in grants from the PwC Charitable Foundation, our people and global network of firms donated nearly \$2 million to recovery efforts. In addition, the US firm provided pro bono services to the rebuilding efforts.



Inside the NBA



PwC Talks: Overtime with NBA commissioner David Stern



Innovating for social impact

PwC actively participates as a sponsor and presenter of the Social Innovation Summit, which explores, dissects, and debates the next “big idea.”



Powered by our people

PwC Charitable Foundation holiday giving poll allocates \$1 million



Pride in equality

Human Rights Campaign Corporate Equality Index

We're committed to a workplace where everyone feels comfortable being themselves. For the eighth consecutive year, the Human Rights Campaign

Foundation has given PwC a 100% rating for gay, lesbian, bisexual, and transgender equality.



Helping our own

PwC Charitable Foundation's People Who Care Fund

The Foundation's People Who Care Fund supports our colleagues, in bad times and in good. Since the program began in 2001, the Foundation has awarded approximately \$2.7 million in grants to staff members like Jessica Shelton, an Advisory associate

who sought support after she was diagnosed with cancer. The grant provided funding for health care costs not covered by insurance, allowing her to get the treatment she needed without going into debt.

Collective impact



PwC's Charitable Giving Campaign raises more than \$20 million



Sharing our skills

In FY14, we exceeded our commitment to provide \$10 million in pro bono services to our communities. In fact, we doubled it – delivering just over \$20 million in pro bono work.

Extending the holiday spirit

Firm gives eight full days of uninterrupted time off





Ten years at the top

Top company to work for

We think PwC is one of the best places to work – and FORTUNE agrees. For the 10th consecutive year, our firm landed on the magazine’s list of the “100 Best Companies to Work For” in the US. Coming in at #65, we’re proud to have moved up 16 places in the ranking since last year. We focus on developing our people so they can thrive professionally as well as personally.



United in purpose

Our purpose

As times have changed, our business has adapted. PwC’s new statement of purpose is simple yet easily understood, whether in Senegal or Cincinnati: We build trust in society and solve important problems.

CEOs speak up

Annual Global CEO Survey reveals hope, concern for future



Impact through education

Through our pro bono program, we’re helping the Henry Ford Learning Institute create academically excellent schools and increase their national impact.



Swoosh, plant, repeat

Trees for threes

In January the Cleveland Cavaliers became the latest team to join the Trees for Threes program – a PwC initiative that plants a tree for every three-pointer scored by participating teams during the regular season. The Cavaliers

joined the Brooklyn Nets, the Dallas Mavericks, and the New York Knicks in helping us collectively plant more than 2,300 trees and log nearly 3,000 volunteer hours in the 2013-14 season.

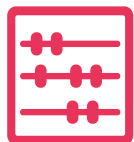


CEOs unite for societal good

PwC's work with CECP

Making it count

Project Make It Count touches lives of 57,000 students



Career insights power forward

Webcast highlights financial side of college, career planning



Friends and family

Corporate responsibility programs extended to PwC friends and family



The engagement factor

Employee engagement thought leadership

What is employee engagement and why does it matter? That's a pivotal question PwC tackled in a report aimed at measuring the return on investment of an engaged workforce. Disengaged employees can cost companies billions of dollars in turnover and lost

productivity. One of our corporate responsibility (CR) goals is to have 100% of our people engaged in CR activities each year. In FY14, 88% of our people joined in our CR efforts.



Arange of perspectives

PwC unveils new high school curriculum in diversity and inclusion



And the Oscar® goes to...

PwC celebrated our 80th year with the Oscars



Our CR story

PwC launches our FY13 US Corporate Responsibility Report



Aspiring to lead

The *Lean In* conversation continues to support women in business leadership



Our people surveys...

Annual PwC Global People Survey shows high overall job satisfaction

A strategic combination

PwC acquires Booz & Company

The century-old Booz & Company – the oldest management consultancy firm in the world – officially became part of the PwC network and changed its name to Strategy&. The firm brought with it approximately 3,000 employees globally.



Minding the financial gaps

Greater impact with *Earn Your Future*

Our work through *Earn Your Future* has made it clear that there are great needs in our communities to increase financial capability. We know that we must engage with others to drive systemic change – by identifying how policy can

serve as a catalyst. As part of Financial Capability Month, PwC leaders hosted a forum to learn more about how increasing financial capabilities can play a role in educating and empowering future leaders.





Greening our leases

Green lease leader recognition

PwC became one of just 14 companies recognized as a “Green Lease Leader™” for introducing “green lease” language into new or existing tenancy agreements. Green leases, which align financial and energy efficiency incentives for building

owners and their tenants, are a powerful contractual tool to boost building efficiency. The energy used in our offices is a big part of our carbon footprint and this recognition helped validate our energy reduction efforts.



Diversity matters

PwC ranked among “Top Companies for Diversity”



Driving prosperity in Belize

Project Belize program expands to inspire youth, educators, residents



Out and proud

New microsite honors history of pride at PwC



Rising above disasters

PwC joins the United Nations’ R!se initiative



Investing in sustainability

Investors seek greater corporate disclosure

According to a PwC investor survey on climate change, resource scarcity, social responsibility, and corporate citizenship, nearly three-quarters of responding investors consider sustainability issues because they believe doing so will reduce risk.

We the urban people

PwC’s annual Cities of Opportunity report ranks London as tops





Defining common ground

San Francisco office hosts financial literacy “think tank”



that matter

Investing in financial literacy software programs

The PwC Charitable Foundation has teamed with the MIND Research Institute to develop a state-of-the-art financial literacy software program. The Foundation’s \$3.2 million gift to MIND is its single largest grant ever.



Inspiring girls

PwC hosts screenings of the film Girl Rising



Promoting excellence



Promotion Day celebrated firmwide

Promotion Day is something of an annual holiday at PwC. This year, we promoted nearly 6,000 people to new positions – 11 percent more than we did in 2013. A promotion at PwC requires more than a demonstration of talent. It calls for a passion for excellence,

a mindset of continuous learning and improvement, and a dedication to delivering superior client service. Celebrations also included the new admissions of 180 colleagues to the PwC partnership.

Progress towards our commitments

Earn Your Future

PROGRESS: ON TRACK

Our \$160 million commitment to deliver 1 million youth education hours, reach 2.5 million students and educators, and contribute \$60 million over five years.

Youth education hours	FY14	1 million	FY17
Students and educators reached	FY14	2.5 million	FY17
Youth education financial contributions	FY14	\$60 million	FY17

Pro bono

PROGRESS: ACHIEVED



Provide \$10 million annually in pro bono services through fee-waived engagements, our loaned staff program, or board seat participation.

Carbon reduction

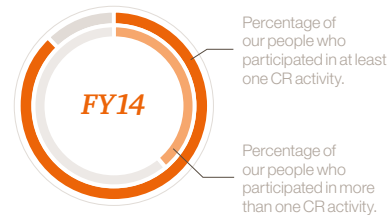
PROGRESS: ACHIEVED

Reduce our carbon emissions 30% by FY16 compared to an FY07 baseline.

Engagement

PROGRESS: ON TRACK

Engage 100% of our people in corporate responsibility activities each fiscal year.



PwC Charitable Foundation

PROGRESS: ON TRACK

Deliver on a cumulative basis \$50 million in grants by FY16.

FY01	FY14	\$50 million	FY16
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Sharing our insights

	FY12	FY13	FY14
Pro bono value delivered \$ million	3.8	14.0	20.3
Pro bono hours delivered	21,744	55,695	69,009
Pro bono hours delivered by cause area			
Youth education organizations hours	-	6,662	22,615
Non-youth education organizations hours	21,744	49,033	46,394
Pro bono hours delivered by type			
Fee-waived projects hours	21,513	39,074	34,751
Loaned staff hours	216	3,116	2,401
Board seat participation hours	15	13,505	31,857

People

	FY12	FY13	FY14
Workforce totals	37,202	39,317	40,932
Partners and principals	2,576	2,679	2,883
Staff and interns	34,626	36,638	38,049
Male workforce	20,278	21,513	22,503
Female workforce	16,924	17,804	18,429
Diverse workforce	10,505	11,400	12,231
Full Time Equivalent (FTE) workforce	36,528	38,631	40,186
Part time workforce	674	686	746
% of people promoted	17%	16%	14%
New and experienced hires	11,978	12,035	14,369
% of new hires – female	44%	45%	44%
% of new hires – male	56%	55%	56%
% of new hires – diverse	33%	33%	35%
Continuing Professional Education (CPE) credits million	2.4	2.5	2.9
Number of virtual sessions completed	299,869	384,368	378,278
Number of hours of learning provided million	2.2	2.2	2.4

Communities

	FY12	FY13	FY14
Total charitable contributions from the firm \$ million	30.7	38.7	39.1
Total volunteer hours	124,198	236,720	349,133
Youth education hours	27,165	149,414	275,981
PwC Charitable Foundation grants \$ million ¹	3.9	5.1	12.5
	CY11	CY12	CY13
Total charitable contributions from our people \$ million ²	9.5	12.4	21.6

Environment³

	FY12	FY13	FY14
metric tons CO ₂ e			
Commute	81,791	36,527	39,606
Workspace	73,932	76,060	75,521
Air travel	108,617	111,657	120,088
Other	40,435	42,127	42,491
Absolute Greenhouse Gas (GHG) emissions excluding RECs	304,775	266,371	277,706
RECs	26,324	52,763	75,521
Absolute GHG emissions including RECs	278,451	213,608	202,185
GHG emissions per FTE including RECs	7.6	5.5	5.0

1 The PwC Charitable Foundation fiscal year end is September 30, which is the reporting period used for all the Foundation data shown here and throughout this report. Due to the timing of this report, the FY14 Foundation data is unaudited.

2 Charitable giving from our people is reported on a calendar year basis.

3 While our overall emissions calculation methodology has remained consistent, to improve accuracy, specific factors and data used in calculating our workspace energy consumption were changed and emissions were recalculated.



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