

# Our FY2024 Sustainability Report

World Economic Forum  
(WEF) Metrics



# Opening Statement

PwC New Zealand's report on progression against the World Economic Forum [\(WEF\) Metrics](#) builds on our commitment to trust and transparency. Globally, PwC collaborated with the World Economic Forum International Business Council [\(read more here\)](#) to identify a universal set of environmental, social, and corporate governance (ESG) metrics and disclosures that entities can use to align their mainstream reporting on performance against ESG indicators. These Metrics also support entities to track their contributions towards the Sustainable Development Goals on a consistent basis.

Data and disclosures in this report relate to PwC New Zealand's business operations for the financial year 1 July 2023 to 30 June 2024, unless otherwise specified. These metrics are used to measure our progress to date and ensure we remain aligned with our sustainability commitments.

In this report, we have provided a mapping of our reported disclosures to the World Economic Forum's "Measuring Stakeholder Capitalism: Towards Common Metrics." We have presented our definition for each disclosure and outlined where the reader can find more information in our report.

This report should be read in conjunction with our FY2024 Sustainability Report which provides more information on our sustainability performance.

## People

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Dignity & Equality	<b>Diversity and inclusion</b> (%) Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	<b>Gender % at each seniority level</b>  Executive Director/Director 48% Female 51% Male 1% Undisclosed  Senior Manager/Manager 54% Female 46% Male  Below Manager 57% Female 42% Male 1% Undisclosed	PwC New Zealand employee gender profile is based on self-disclosed gender information, rounded to the nearest whole percentage as of 30 June 2024. This number includes all permanent, fixed-term, and casual employees.  We recognise that gender is non-binary. Employees have the option to specify their gender identity (as distinct from gender profile) within our human resources portal. However, the current number of gender identity responses is too low for us to report.	Te ara ā mahuta – Social Equity
		<b>Gender % of Partners</b>  30% Female 69% Male 1% Undisclosed	PwC New Zealand partner gender profile is based on self-disclosed gender information, rounded to the nearest whole percentage as of 30 June 2024.	Te ara ā mahuta – Social Equity
		<b>Gender % of the Executive Leadership Team (ELT)</b>  22% Female 78% Male	PwC New Zealand's Executive Leadership Team gender profile is rounded to the nearest whole percentage as of 30 June 2024.	Te ara ā mahuta – Social Equity
		<b>Gender % of the PwC New Zealand Board</b>  43% Female 57% Male	PwC New Zealand's Board gender profile is rounded to the nearest whole percentage as of 30 June 2024.	Te ara ā mahuta – Social Equity
		<b>% of employees by ethnic identity</b>  Asian – 21% European/Pakēha – 46% Indian – 8% Māori – 7% Middle Eastern, Latin American and African – 3% Other Ethnicity – 3% Pacific Peoples – 4% Undisclosed – 14%	The PwC New Zealand employee ethnicity profile is based on self-disclosed information, rounded to the nearest whole percentage as of 30 June 2024. This data includes all permanent, fixed-term, and casual employees.  Employees have the option to select multiple ethnicities, and the published metrics reflect every ethnicity that individuals have identified, so the percentages of all ethnic groups can add up to more than 100%.  This approach is consistent with the guidelines outlined by Stats NZ and Champions for Change, reporting at Level 1 for ethnicity as of 1 July 2024.  We will continue to focus on increasing the percentage of people who disclose their ethnicity to assist us with the quality of our reporting.	Te ara ā mahuta – Social Equity

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Dignity & Equality	<b>Diversity and inclusion</b>  (%) Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	<b>% of graduates and interns by ethnic identity combined</b>  Asian – 25% European/Pakēha – 54% Indian – 7% Māori – 12% Middle Eastern, Latin American and African – 2% Other ethnicity – 2% Pacific Peoples – 5% Undisclosed – 3%	<p>The PwC New Zealand graduate and interns ethnicity profile is based on self-disclosed information, rounded to the nearest whole percentage as of 30 June 2024. Graduates and interns have the option to select multiple ethnicities, and the published metrics reflect every ethnicity that individuals have identified, so the percentages of all ethnic groups can add up to more than 100%.</p> <p>This approach is consistent with the guidelines outlined by Stats NZ and Champions for Change, reporting at Level 1 for ethnicity as of 30 June 2024.</p> <p>We will continue to focus on increasing the percentage of people who disclose their ethnicity to assist us with the quality of our reporting.</p>	Te ara ā mahuta – Social Equity
		<b>% of Partners by ethnic identity</b>  Asian – 5% European/Pakēha – 66% Indian – 4% Māori – 5% Middle Easter, Latin American and African – 1% Other Ethnicity – 3% Pacific Peoples – 1% Undisclosed – 15%	<p>The PwC New Zealand partner ethnicity profile is based on self-disclosed information rounded to the nearest whole percentage at 30 June 2024.</p> <p>Partners have the option to select multiple ethnicities, and the published metrics reflect every ethnicity that individuals have identified so the percentages of all ethnic groups can add up to more than 100%.</p> <p>This approach is consistent with the guidelines as outlined by Stats NZ and Champions for Change reporting at Level 1 for ethnicity as of 1 July 2024.</p> <p>We will continue our focus on increasing the percentage of people who disclose their ethnicity to assist us with the quality of our reporting.</p>	Te ara ā mahuta – Social Equity
		<b>Age profile (partners and employees)</b>  Under 30 years old – 40.5% 30 – 49 years old – 50.2% 50+ years – 9.2% Undisclosed – 0.3%	<p>PwC New Zealand partner and employee age profile is rounded to the nearest whole percentage as of 30 June 2024. This data includes all permanent, fixed-term, and casual employees.</p>	N/A
		<b>Average age (partners and employees)</b>  The average age of PwC New Zealand partners and employees is 32 years old.	<p>Average age of PwC New Zealand partners and employees, rounded up to the nearest year, as of 30 June 2024. This data includes all permanent, fixed-term, and casual employees. The data excludes 0.3% of individuals who have not declared their age.</p>	N/A

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Dignity & Equality	<b>Pay Equality</b> Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	<b>Gender parity in entry-level Graduate pay</b> Our graduates are paid the same salary regardless of gender. However, there is some variation in starting rates across our Business Units (BUs). Risk Services, Consulting, and Deals all have the same starting rates regardless of location. In contrast, Financial Advisory Services and Assurance have some variation in starting rates depending on location and area of specialty.	This is the basic minimum total remuneration for our graduates, prepared by identifying the salaries of our graduates across individual business units as of 30 June 2024.	N/A
		<b>Employee gender pay gap</b> Average (mean) gender pay gap of 7.8%	PwC New Zealand's gender pay gap is a measure of the percentage difference between the average (mean) hourly earnings of all women and the average hourly earnings of all men within the firm. This includes permanent, fixed-term, and casual employees, as of 1 July 2024. Read more about our pay gaps <a href="#">here</a> .	Te ara ā mahuta – Social Equity
		<b>Partner gender pay gap</b> Average (mean) gender pay gap of 20.1%	PwC New Zealand's partner gender pay gap is a measure of the percentage difference between the average (mean) hourly earnings of all female partners and the average hourly earnings of all male partners, as of 1 July 2024. Read more about our pay gaps <a href="#">here</a> .	Te ara ā mahuta – Social Equity
		<b>Ethnicity pay gap</b> Māori – an average (mean) pay gap of 9.5% FY24 Pacific Peoples – an average (mean) pay gap of 20.2% FY24 Asian – an average (mean) pay gap of 16.9% FY24 Indian – an average (mean) pay gap of 6.7% FY24	The ethnicity pay gaps are a measure of the percentage difference between the average (mean) hourly earnings for everyone in a specific ethnic group and the average hourly earnings of our European/Pākehā employees. This includes permanent, fixed-term, and casual employees, as of 1 July 2024.  We will continue to focus on increasing the percentage of people who disclose their ethnicity to assist us with the quality of our reporting. Read more about our pay gaps <a href="#">here</a> .	Te ara ā mahuta – Social Equity

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Dignity & Equality	<b>Wage level</b>  Ratios of standard entry-level wage by gender compared to local minimum wage	<b>Commitment to being a living wage employer</b>  We are committed to ensuring all of our employees and third-party suppliers are rewarded in a fair and consistent way for the work they perform. All employee salary bands are reviewed annually against market data and current living wage rates, and adjustments are made accordingly. We also require that all supplier agreements with third-party providers, primarily our catering and cleaning contracts, ensure pay rates are at least at the living wage. Regular reviews are undertaken, with pay reviewed during this process.	Overview of our approach to remuneration across the firm.	N/A
	<b>Wage level</b>  Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO)	<b>PwC New Zealand does not disclose this information.</b>	N/A	N/A
	<b>Risk for incidents of child, forced or compulsory labour</b>  An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	<b>PwC's Global Third Party Code of Conduct</b>  PwC is recognised as a global leader in professional services, working with many of the world's largest organisations. PwC is committed to operating within a framework of ethical and professional standards, laws, regulations, internal policies, and our core values. PwC is a signatory to the United Nations Global Compact and is committed to its 10 principles. At PwC, we expect the same level of integrity and business conduct from our Third Parties and their personnel as we do our own people. These expectations are set out in our Global Third Party Code of Conduct.	Overview of our approach to human rights issues across our operations and supply chains.	N/A



WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Health & wellbeing	<b>Health and safety</b> The number and rate of fatalities as a result of work-related injury; High-consequence work-related injuries (excluding fatalities); recordable work-related injury; and the number of hours worked.  An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	<b>Number and rate of fatalities or high-consequence work-related injuries</b>  Given the nature of the work undertaken by PwC New Zealand, we do not believe that reporting against workplace injuries is a relevant metric.	N/A	N/A
		<b>Approach to employee health and wellbeing</b>  PwC New Zealand's approach to employee health and wellbeing through our new wellbeing strategy Te Hā can be found in our main report. PwC New Zealand's approach to wellbeing is based in Te Whare Tapa Whā by Mason Durie. As well as seeking to prevent any sickness or injury, we realise the importance of promoting good health. As part of being a good employer, PwC New Zealand has several health promoting policies and practices in place. Amongst others, these include a smoke-free workplace, life and health insurance, the provision of fruit to all staff, free flu jabs, annual \$250 wellbeing allowance and support for sporting, charitable and social activities. Our people can visit our Wellbeing Google Site to access a range of resources including Employee Assistance Programs (EAP), Sonder, and Headspace apps, Mental Health First Aiders, seminars and mindfulness coaching.	Overview of PwC New Zealand's approach to employee health and wellbeing and programmes offered.	Te ara ā nuku – Responsible Business
		<b>Employee engagement Global People Score</b>  79% overall employee engagement score	Percentage of submitted responses to our FY24 Global People Survey (GPS) who responded favourably overall (as opposed to neutral or unfavourable) towards people engagement-related questions. These questions included feeling a sense of belonging, personal values alignment, pride in working at PwC, enjoying working at PwC, and willingness to recommend PwC as a place to work. Overall, PwC New Zealand's firmwide GPS response rate was 89%.  GPS participants included partners and employees who began on or before 1 March 2024, including those on fixed-term contracts. It excludes those on long-term leave, casual workers, contractors, short-term and long-term assignees, employees on international assignments, and individuals terminating after 1 March 2024.	Te ara ā nuku – Responsible Business

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Health & wellbeing		<b>Employee wellbeing Global People Score</b> 68% overall employee wellbeing score	<p>Percentage of submitted responses to our FY24 Global People Survey (GPS) who responded favourably overall (as opposed to neutral or unfavourable) towards people well-being-related questions. These questions included whether employees felt that the people they work for make well-being a priority, the ability to have a healthy lifestyle and be successful at PwC, and whether the level of effort and productivity is sustainable. Questions for FY24 were not comparable to those in the FY23 survey. Overall, PwC New Zealand's firmwide GPS response rate was 89%.</p> <p>GPS participants included partners and employees who began on or before 1 March 2024, including those on fixed-term contracts. It excludes those on long-term leave, casual workers, contractors, short-term and long-term assignees, employees on international assignments, and individuals terminating after 1 March 2024.</p>	Te ara ā nuku – Responsible Business
Skills for the future	<b>Training provided</b> Average hours of training per person that the organisation's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees. GRI 404-1, SASB HC 101 – 15	<b>Overall training hours</b> 74,437 hours of training	Overall hours recorded in our learning management system for participation in both mandatory and voluntary learning and development undertaken by PwC New Zealand partners and employees. This number includes all permanent, fixed-term, and casual employees who have recorded training from 1 July 2023 to 30 June 2024.	Te ara ā nuku – Responsible Business
		<b>Average training hours per person</b> 32 hours per person	Average hours per employee, recorded in our learning management system for participation in learning and development undertaken by PwC New Zealand partners and employees. This is done by comparing the mean average of total training hours recorded with the total number of employees and partners who have recorded training from 1 July 2023 to 30 June 2024.	Te ara ā nuku – Responsible Business
		<b>Overall cultural competency training participants</b> Te Māramatanga – 517 people Te Ohonga – 104 people	Cumulative number of participants recorded in our learning management system for participation in our cultural competency programmes, Te Māramatanga and Te Ohonga, from the launch of these programmes in 2019 to 30 June 2024. This number includes all current permanent, fixed-term, and casual employees and partners.	Te ara ā nuku – Responsible Business



WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Skills for the future	Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	<p><b>Overview of vocational training/professional qualifications</b></p> <p>PwC New Zealand encourages staff to complete a specific qualification to assist in developing technical knowledge that is core to their role. PwC will financially support course fees, books/resources, study, and exam leave to support these studies. In addition, PwC encourages qualified staff to seek membership with the Chartered Accountants Australia and New Zealand (CAANZ) or other appropriate professional bodies.</p>	Overview of PwC New Zealand's approach to professional qualifications and membership support.	N/A

## Planet

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Climate change	<b>Greenhouse gas (GHG) emissions</b>  (For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO <sub>2</sub> e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	<b>Scope 1, 2, and 3 business travel emissions (tCO<sub>2</sub>e)</b>  Scope 1 FY19 (baseline year) – 1.5 FY20 – 1.2 FY21 – 1.7 FY22 – 1.7 FY23 – 3.7 FY24 – 2.9  Scope 2 FY19 (baseline year) – 179 FY20 – 237 FY21 – 40 FY22 – 0 FY23 – 0 FY 24 – 0  Scope 3 (business travel) FY19 (baseline year) – 4,443 FY20 – 2,880 FY21 – 842 FY22 – 916 FY23 – 2,600 FY24 – 2,822	<p>PwC New Zealand's GHG emissions data is monitored and measured in line with best practice reporting principles, which are aligned with the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard, revised edition ("GHG Protocol").</p> <p>A carbon dioxide equivalent emission factor is used to include the impact of Kyoto Protocol gas emissions, and air travel conversion factors include the effects of radiative forcing. All GHG emissions figures are reported in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e).</p> <p>PwC New Zealand is part of the PwC network where each member firm is a separate legal entity (please see <a href="http://www.pwc.com/structure">www.pwc.com/structure</a> for further details). We use the operational control approach to determine our organisational boundaries. This aligns with the GHG Protocol, which defines 'operational control' as 'having the full authority to introduce and implement operating policies'.</p> <p>PwC New Zealand's organisational boundary includes all PwC entities and operations within New Zealand, including our five office locations and all partners and employees.</p> <p>Globally, PwC has adopted the calculation-based quantification methodology to estimate emissions, as appropriate emission factor guidelines have been released by authoritative sources covering PwC's reported activities. Further information on methodology and emission factors is available in the FY24 PwC Global Environment Report.. Activity data is collected from key internal and external data sources, including invoices, reports provided by suppliers (e.g., building managers and travel suppliers), and internally generated consumption reports (e.g., expense claims). Primary data is used to calculate emissions. Where primary data is not available, estimates are used based on extrapolation of available data, proxy data, and local statistical data benchmarks.</p>	Te ara ā one – Environmental Stewardship

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Climate Change	<p><b>Greenhouse gas (GHG) emissions</b></p> <p>(For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>		<p>The data covers the financial year period from 1 July to 30 June and has been rounded to the nearest whole number.</p> <p><b>Scope 1 emissions</b></p> <p>Includes:</p> <ul style="list-style-type: none"> <li>Stationary combustion of fuel in all PwC New Zealand office locations, including diesel for backup generators and natural gas in commercial kitchens in Auckland and Wellington (kilowatt hours of energy consumed per office location).</li> </ul> <p><b>Scope 2 emissions (market-based)</b></p> <p>Includes:</p> <ul style="list-style-type: none"> <li>Purchased electricity (kilowatt hours of electricity consumed per office location)</li> </ul> <p>Our Scope 2 emissions, including renewables consumption, are prepared in accordance with the GHG Protocol Scope 2 Guidance and RE100 technical criteria. We report on our Scope 2 emissions using the market-based approach, which has been designed to better reflect electricity purchasing decisions, including accounting for the impact of green or renewable electricity products on GHG emissions. The market-based approach involves using a product-specific emissions factor wherever it is available and then applying the relevant “residual mix” emissions factor to any electricity that does not have product-specific emissions information.</p> <p><b>Scope 3 emissions</b></p> <p>Includes:</p> <p>Business travel:</p> <ul style="list-style-type: none"> <li>Air travel (passenger kilometres travelled by cabin class and haul)</li> <li>Land travel (kilometres travelled in taxi, train, and car by fuel type)</li> <li>Overnight accommodation (number of nights in domestic and international accommodation)</li> </ul> <p>PwC New Zealand’s emission calculations have been independently verified by a third party in accordance with the GHG Protocol and the ISO 14064-1:2018 standard to a reasonable level of assurance.</p>	

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Climate Change	<b>Greenhouse gas (GHG) emissions</b>	<b>Annual percentage of renewable energy purchased for all PwC offices</b>  100% purchased market-based renewable energy	PwC New Zealand used power from the New Zealand electricity grid from 1 July to 30 June and paid for the same amount of renewable electricity being fed into the grid as it uses in its operations. This includes energy consumed as well as energy consumed to provide cooling in office spaces owned or leased and occupied by PwC New Zealand. PwC New Zealand continues to purchase 100% renewable energy through a certified climate-positive electricity provider.	Te ara ā one – Environmental Stewardship
	<b>Task Force on Climate-related Financial Disclosures (TCFD) implementation</b>  Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	<b>TCFD Implementation</b>  PwC New Zealand has undertaken a climate risk assessment and identified opportunities that are relevant to our business. Our intention is to disclose the outputs of this assessment during FY25.  The PwC network response to the TCFD recommendations is available in the FY24 <a href="#">PwC Global Environmental report</a> . It includes actions the PwC Network has taken at a global level to support the TCFD and its implementation	The PwC network's response to the TCFD recommendations as disclosed in the FY24 PwC <a href="#">Global Environmental report</a> .	N/A

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Nature Loss	<b>Land use and ecological sensitivity</b>  Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protector and/or key biodiversity areas (KBA).	<b>Number of sites leased that are in or adjacent to key biodiversity areas</b>  PwC New Zealand offices in Auckland, Wellington and Napier are situated within or adjacent to a key biodiversity area.	PwC member firm offices include owned, leased or managed locations as of 30 June, 2024.  Key biodiversity areas and protected areas were identified using the The Integrated Biodiversity Assessment Tool (IBAT). This tool combines three biodiversity datasets – the World Database on Protected Areas, the World Database of Key Biodiversity Areas, and The IUCN Red List of Threatened Species.  Relevant office land footprint data was estimated using relevant legal or government documents, and/or area calculator tools using satellite imagery. In instances where PwC are one of multiple tenants in a building, the land footprint was proportionally accounted for.	N/A
Fresh water availability	<b>Water consumption and withdrawal in water-stressed areas</b>  Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	<b>Number of sites leased that are in water-stressed areas</b>  PwC New Zealand does not lease any offices in water-stressed areas.	PwC New Zealand offices include owned, leased, or managed locations as of 30 June 2024.  Baseline water stress was determined using the WRI Aqueduct Water Risk Atlas tool. Baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplies. Water withdrawals refer to the water diverted from the source for its use and include domestic, industrial, irrigation, and livestock consumptive and nonconsumptive uses. Available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability.	N/A

## Prosperity

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Employment and wealth generation	<b>Absolute number and rate of employment</b>  1. Total number and rate of new employee hires during the reporting period by age group, gender, other indicators of diversity and region.	<b>Total number of employees</b> 1,641 employees	Total number of PwC New Zealand employees as of 30 June 2024. This number includes all permanent, fixed-term, and casual employees.	N/A
		<b>Total number of partners</b> 151 partners	Total number of partners as of 30 June 2024.	N/A
		<b>Total number of new employees</b> 208 new employees and 2 partners	Total number of new employees and new partners to join the firm during 1 July 2023 to 30 June 2024. This number includes all permanent, fixed-term, and casual employees and excludes graduates and interns.	N/A
		<b>Total number of graduates</b> 164 graduates	Total number of graduates who joined PwC New Zealand during 1 July 2023 to 30 June 2024.	Te ara ā mahuta – Social Equity
		<b>Total number of interns</b> 117 interns	Total number of interns who joined PwC New Zealand during 1 July 2023 to 30 June 2024.	Te ara ā mahuta – Social Equity
	2. Total number and rate of employee turnover during the reporting periods by age group, gender, other indicators of diversity and region	<b>Employee turnover</b> 26.67% with 456 employees	Total terminations during 1 July 2023 to 30 June 2024 divided by the average headcount. Average headcount calculated by adding the total headcount at 1 July 2023 and at 30 June 2024 and dividing by two, in line with Global Reporting Initiative (GRI) 401-1b Employee Turnover standard.  This number does not include casual, fixed term contracts, interns, partners or end of international assignment or international transfer.	N/A



WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Employment and wealth generation	<b>Economic Contribution</b> Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organisation's global operations, ideally split out by: <ul style="list-style-type: none"> <li>• Revenues</li> <li>• Operating costs</li> <li>• Employee wages and benefits</li> <li>• Payments to providers of capital</li> <li>• Payments to government.</li> </ul>	<b>PwC New Zealand's revenue</b> PwC New Zealand's revenue was \$400 million for the financial year 1 July 2023 to 30 June 2024.	PwC New Zealand's revenue during 1 July 2023 to 30 June 2024.	N/A

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Employment and wealth generation	<b>Community investment</b>	<b>Number of scholarships supported</b> PwC awarded eight new scholarships in total between 1 July 2023 – 30 June 2024. Five of these scholarships were for the 'PwC Scholarship' and three of these scholarships were for the 'Mā te huruhuru ka rere te manu Scholarship'. The <a href="#">PwC Scholarship</a> is designed to support students who are experiencing financial and/or personal hardship, whilst the Mā te huruhuru ka rere te manu Scholarship is designed for talented Māori rangatahi. These scholarships include; \$7,000 towards tertiary studies (fees and course related costs) over the course of a degree. A PwC mentor for the duration of tertiary studies (Mā te huruhuru ka rere te manu Scholarship recipients will be matched with a mentor from the Manukura Māori Business team). An opportunity to apply for a paid Summer Internship. Access to business networks at our social and scholarship events. The opportunity to learn about what we do behind the scenes at PwC. We also supported 33 scholarship recipients (including the FY24 awarded recipients) financially as a part of their scholarship entitlements. This totalled \$57,000.	Number of scholarship students financially supported and awarded during 1 July 2023 to 30 June 2024.	Te ara ā mahuta – Social Equity
		<b>Number of firmwide volunteer hours</b> During FY24, PwC partners and employees spent 7,720 hours of volunteering through the PwC Foundation targeted programmes and other non targeted projects.	Number of hours PwC partners and employees have spent volunteering on PwC Foundation programmes during the period of 1 July 2023 to 30 June 2024. These numbers have been restated since the release of the PwC New Zealand Foundation Impact Report.	Te ara ā nuku – Responsible Business
		<b>Number of schools and tamariki reached through the Foundation's literacy programmes</b> PwC Foundation's Financial Literacy program (FLiP): Delivered to 28 schools and 92 classrooms and 2,610 tamariki reached PwC Foundation's Toitōi and Aho Kōrero reading programmes: Delivered to 27 schools and 113 classrooms and 3,385 tamariki reached	Number of schools and tamariki who have participated in the PwC Foundation's child wellbeing programmes during July 2023 to 30 June 2024	Te ara ā mahuta – Social Equity

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Employment and wealth generation.		<b>Number of people on OnBoard and OnBoard shadow roles</b>  During FY24, through the PwC Foundation OnBoard programme, PwC Partners and Employees held 240 OnBoard roles and 14 OnBoard Shadow roles. 3,628 volunteer hours have been spent on OnBoard.	Number of governance and governance shadow roles on registered charities and approved industry boards held by PwC partners and employees as of 30 June 2024. These numbers have been restated since the release of the PwC New Zealand Foundation Impact Report.	Te ara ā nuku – Responsible Business
	Financial assistance received from the government during the reporting period	<b>This metric is not relevant to PwC New Zealand.</b>	N/A	N/A
	<b>Financial investment contribution</b>  1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. 2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders	<b>This metric is not relevant to PwC New Zealand.</b>	N/A	N/A

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Innovation in better products and services	<b>Total R&amp;D expenses</b> Total costs related to research and development	<b>Investment in digital upskilling</b> NZD\$9.6 million invested over the last three years.	PwC New Zealand investment into digital upskilling programs as part of the firm's three-year commitment, initiated in 2022 to 30 June 2024, to spend over \$8 million on digital upskilling. This investment includes salaries of a dedicated digital upskilling team, the allocation of time to training programs, and the cost of necessary licences.	Te ara ā nuku – Responsible Business
Community and social vitality	<b>Total tax paid</b> The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes	<b>PwC New Zealand does not disclose this information</b>	N/A	N/A

## Principles of Governance

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Governing Purpose	<b>Setting Purpose</b> The company's stated purpose, as the expressions of the means by which a business proposes solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	<b>PwC's purpose and values</b> Our purpose is our global, shared articulation of why we do what we do. Our purpose is 'to build trust in society and solve important problems'. When the world is changing so dramatically, a clear purpose helps us remain relevant and have greater impact. PwC New Zealand plays a key role in helping our clients operate within the complex systems that support businesses, the economy, and our communities. Our values and behaviours define the expectations we have for working with our clients and each other. Our PwC Global values are: Act with Integrity, Care, Make a Difference, Work Together and Reimagine the Possible	Company's stated purpose and values	Our Sustainability Report

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Quality of Governing body composition	<b>Governance body composition</b>  Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender membership of under-represents social groups; stakeholder representation	<b>Overview of how the board is voted in and matrix of skills</b>  The PwC Board is responsible for governance and oversight under the leadership of our Chair. Their priorities are to ensure we have a sustainable partnership, oversight of the Territory Senior Partner (TSP) and strategy to ensure we deliver sustained outcomes, and build long-term trust. The PwC Board consists of the Chair, CEO, and five partners who are all elected by partner vote.  A board skill matrix is maintained to capture the experience and skills that each board member brings, including commercial and functional expertise as well as market focus areas. This helps to ensure that the board encompasses a diverse range of skills.	N/A	N/A
		<b>List of advisory groups and committees</b>  PwC New Zealand's leadership is supported and advised on various Environmental, Social, and Governance (ESG) matters by a network of Business Unit Leaders and Market and Sector leads, each possessing subject matter expertise in their respective areas. Additionally, the firm benefits from the insights of several groups, including our Mānukura Māori team, People Networks, and the employee-led People Council. To further enhance our governance framework, PwC New Zealand has also appointed an independent Audit Advisory Board.	List of advisory groups and committees that support and advise the leadership team on social, environmental and governance matters, including PwC New Zealand partners and external representatives.	N/A



WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Stakeholder Engagement	<p><b>Material topics impacting stakeholders</b></p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged</p>	<p><b>PwC New Zealand's identified material topics are:</b></p> <p><b>Climate Change (decarbonisation):</b></p> <p>Greenhouse gas emissions directly impact our carbon footprint and environmental sustainability. Reducing these emissions is essential for meeting the PwC Global Net Zero commitment, demonstrating our responsible business practices, climate action, and fulfilling the expectations of our stakeholders who prioritise environmental stewardship. Effective energy management is also important as it not only reduces PwC New Zealand's carbon footprint and operational costs but also supports our Net Zero commitment and fulfils our RE100 pledge to use 100% renewable electricity</p> <p><b>Community:</b> PwC New Zealand acknowledges the role we can play in ensuring equal rights and opportunities within our organisation and in society. We are also committed to actively supporting these values in the broader community through our skills and community initiatives.</p> <p><b>Te Tiriti o Waitangi:</b></p> <p>PwC New Zealand acknowledges the significance of Te Tiriti o Waitangi as a foundational document that shapes Aotearoa New Zealand's commitment to fostering strong relationships with Māori. Understanding Te Tiriti o Waitangii principles helps us promote equity, enhance cultural respect and awareness, and social cohesion within our organisation.</p>	Material environmental, social, and governance topics are based on the Sustainability Accounting Standards Board (SASB) and contextualised internally during a PwC sustainability workshop. Throughout the workshop, topics identified as priorities to PwC, as well as to our identified stakeholder universe, were mapped and ranked in terms of interests and priorities under PwC's sustainability strategy pathways.	Our Sustainability Report

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Stakeholder engagement	<p><b>Material topics impacting stakeholders</b></p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged</p>	<p><b>Inclusion, diversity, belonging, equity, and accessibility:</b></p> <p>PwC New Zealand is committed to fostering a workplace where all employees feel valued, respected, and empowered to be themselves. Promoting these principles, along with ensuring accessibility, is essential for driving innovation, enhancing employee satisfaction, and ensuring that our organisation reflects the diverse communities we serve, thereby strengthening our overall performance and ethical standards.</p> <p><b>Adhering to the regulatory and legal environment:</b></p> <p>PwC New Zealand recognises the importance of complying with regulatory and legal requirements to maintain our integrity, uphold ethical standards, and ensure the trust and confidence of our clients and stakeholders. Compliance is essential for mitigating risks, avoiding legal repercussions, and supporting sustainable business operations.</p> <p><b>Business ethics and conduct:</b></p> <p>PwC New Zealand is committed to upholding the highest standards of business ethics and conduct, which are fundamental to building trust, maintaining our reputation, and ensuring long-term success. Adhering to ethical principles in all our operations is essential for fostering a culture of integrity, accountability, and transparency with our clients, stakeholders, and the broader community.</p> <p><b>Confidentiality, privacy and data safety:</b></p> <p>PwC New Zealand recognises the critical importance of safeguarding our clients' personal and sensitive information. Ensuring robust privacy protections is essential for maintaining trust and complying with legal requirements.</p> <p><b>Quality and risk management:</b></p> <p>PwC New Zealand recognises the need of identifying and managing systemic risks within our own business to ensure business resilience, quality, and long-term sustainability.</p>		

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Stakeholder engagement	<p><b>Material topics impacting stakeholders</b></p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged</p>	<p><b>Business model resilience:</b></p> <p>PwC New Zealand understands the critical need to continuously innovate and adapt our business model to stay ahead in a rapidly changing environment. Ensuring business continuity through proactive risk management and strategic planning is essential for maintaining our competitive edge, meeting client needs, and sustaining long-term growth and resilience.</p> <p><b>Employee health, safety, and wellbeing:</b></p> <p>PwC New Zealand prioritises the health, safety, and wellbeing of our employees as fundamental to creating a productive and supportive work environment. Ensuring these aspects is essential for maintaining high levels of employee engagement, reducing workplace risks, and fostering a culture of care and resilience within our organisation.</p>		

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Ethical Behaviour	<b>Anti-corruption</b> 1. Total percentage of governance body members, employees and business partners who have received training on the organisation's anti-corruption policies and procedures, broken down by region.	<b>Percentage of workforce completing annual compliance confirmation and training</b> 100% of partners and employees have completed this training.	Percentage of partners and employees who completed the Annual Compliance Confirmation (ACC) training between 1 July 2023 and 30 June 2024. All partners and practice staff are required to complete an ACC where they confirm their compliance with relevant aspects of the firm's independence policy, including their own personal independence. In addition, all partners confirm that all non-audit services and business relationships for which they are responsible comply with policy and that the required processes have been followed in accepting these engagements and relationships. The training includes modules on ethics, the Code of Conduct, anti-money laundering, anti-corruption, economic sanctions, information protection, anti-trust/fair competition, insider trading, independence, and cyber security.  This includes all partners and employees, including those on fixed-term contracts and excluding casuals, contractors, interns, and employees on extended leave.	Te ara ā rongo – Trust and Transparency
		<b>Percentage of employees who are aware of the Ethics Line</b> 100% of partners and employees are aware of the PwC Ethics line.	Percentage of employees who answered “yes” to the question “Are you aware of the PwC Ethics Line?” in the Annual Compliance Confirmation completed between 1 July 2023 and 30 June 2024. This includes all partners and employees, including those on fixed-term contracts and excluding casuals, contractors, interns, and employees on extended leave.	Te ara ā rongo – Trust and Transparency
	2. (a) Total number and nature of incidents of corruption confirmed during the current year but related to previous years (b) Total number and nature of incidents of corruption confirmed during the current year, related to this year	<b>Total number of corruption incidents in current and previous years</b> 0 incidents identified.	Number and nature of incidents of corruption confirmed during the period from 1 July 2023 to 30 June 2024 relating to both the current and previous year.	Te ara ā rongo – Trust and Transparency

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Ethical Behaviour	3. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	<p><b>Approach to ethics</b></p> <p>PwC's Code of Conduct is based on the PwC Purpose and a core set of shared values, and sets out a common framework around how we are expected to behave and to do the right thing.</p> <p>Words have power. But only when they're backed by action. This includes speaking up if we come across a situation that is inconsistent with the Code or PwC values.</p> <p>Knowing, understanding, and living the Code, is a fundamental part of who we are as PwC professionals, and what we stand for. Whether we are working with PwC people or others, we depend on each other to be mindful of our ethical responsibilities. PwC New Zealand employees and partners have an obligation to know and understand not only the principles contained in the Code, but also the values on which they are based. They also have an obligation to comply with the letter and spirit of the Code and to help others do the same. These messages are reinforced through mandatory training on the Code and its practical applications, which all partners and employees must complete on a regular basis. Every year, all partners and staff complete mandatory training to ensure they're compliant with PwC's standards of ethics and all applicable laws.</p> <p>Training topics include:</p> <ul style="list-style-type: none"> <li>• Ethics and Business Conduct</li> <li>• Anti-money laundering</li> <li>• Antitrust/fair competition</li> <li>• Anti-corruption</li> <li>• Information protection</li> <li>• Sanctions laws</li> <li>• Insider trading</li> </ul>	PwC New Zealand's approach to internal ethics initiatives and speak up culture.	Te ara ā rongo – Trust and Transparency

WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Ethical Behaviour	<p><b>Protected ethics advice and reporting mechanisms</b></p> <p>A description of internal and external mechanisms for</p> <p>1. Seeking advice about ethical and lawful behaviour and organisational integrity</p>	<p><b>Overview of Ethics Line and Ethics Committee</b></p> <p>As part of PwC New Zealand's policy and process for making ethical business decisions, the firm has an Ethics Helpline that is an internal, toll-free telephone line, operating as an additional resource for Partners and staff to raise ethical issues or seek guidance on Ethics and Code of Conduct concerns. All partners and staff, clients, and other external parties in PwC New Zealand can use this confidential tool at any time. Depending on the nature of the concern, a network of contacts may be consulted to assist with the issues (e.g., Risk &amp; Independence, People &amp; Culture).</p> <p>"Speaking up to raise a concern of any type is crucial to our culture at PwC and our purpose. Having the courage to say something doesn't seem right demonstrates integrity and a willingness to protect each other and serve our broader stakeholder group. We all share in the responsibility of creating a respectful workplace and protecting and enhancing our brand – it's a living example of what we stand for at PwC." Bob Moritz, Former Network Chairman Ethics and Conduct Committee</p> <p>While living PwC values and abiding by the PwC Code of Conduct is every PwC Partner and employee's responsibility, we also have an Ethics and Business Conduct Committee that consists of Partners and senior members of staff from across the firm. The Committee is responsible for investigating and resolving all matters reported through the ethics line, providing advice and expertise on ethical issues, and ensuring the firm complies with all its Ethics and Business Conduct obligations. Partner Stephen Drain is PwC New Zealand's Ethics and Business Conduct Leader and leads the Ethics and Business Conduct Committee. Stephen reports directly to Andrew Holmes, the CEO.</p>	PwC New Zealand's approach to internal and external ethics advice and reporting mechanisms.	Te ara ā rongo – Trust and Transparency



WEF Theme	WEF metric	PwC New Zealand disclosures	Basis of preparation description	Sustainability report section
Risks and Opportunity Oversight	<p><b>Integrating risk and opportunity into business process</b></p> <p>Company risk factor and opportunity disclosures that clearly identify the principal materials risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental, and social issues, including climate changes and data stewardship.</p>	<p><b>Approach to risk in the organisation and current risk</b></p> <p>PwC New Zealand's established Enterprise Risk Management framework includes a register that considers what could inhibit achievement of our strategy. Risk identification and review is done on a regular basis and includes monitoring of our internal and external environment, key Network risks, and through discussion with the Executive Leadership Team. This ensures we are adapting and responding to the environment in which we operate.</p> <p>PwC New Zealand's current risk areas are identified as:</p> <p>Failure to embed new leadership and governance teams with the skills and experience necessary to execute the firm's strategy; Significant data breach or cyber attack; Quality failure (including audit quality); Failure to protect, maintain and enhance brand health; Wellbeing of our people (staff and partners); Failure to attract talent; Failure to sustainably execute large multi-year consulting assignments; Risk of climate change impacts disrupting our ability to operate a sustainable business; Impact on business arising from changes in client portfolio; Risk of political and economic events impacting our ability to operate sustainably and deliver profits at budgeted levels.</p>	PwC New Zealand's approach to risk management and identified principal material risks at time of publishing.	N/A



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