

PwC Australia

Transparency Report FY22

Basis of preparation of our report

August 2022



Contents

Principles of Governance	03
People	06
Prosperity	11
Planet	15

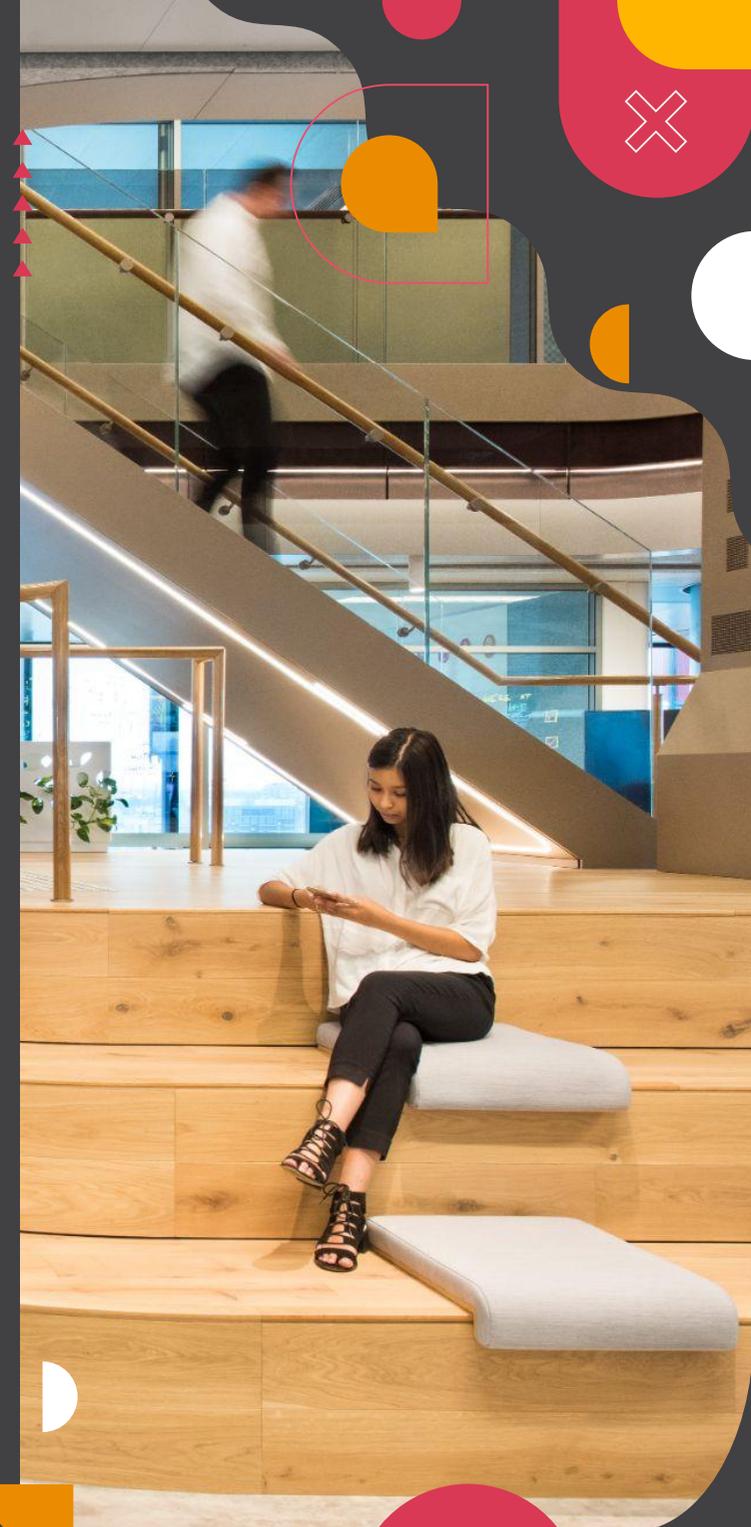
Basis of preparation of our report

This basis of preparation provides additional information on our reported data and disclosures in the '[PwC Australia Transparency Report FY22](#)', published on 26 August 2022. Data and disclosures provided in this report relate to PwC Australia business operations for the financial year ended 30 June 2022, unless otherwise stated in this basis of preparation. The scope of our report excludes offshore operations where PwC Australia has an equity interest, the business operations of PwC PNG, and the business operations of PwC's Indigenous Consulting, unless specifically mentioned.

In this basis of preparation we have provided a mapping of our reported disclosures to the World Economic Forum's *Measuring Stakeholder Capitalism Towards Common Metrics and Consistent Reporting of Sustainable Value Creation* (White Paper, September 2020) framework, where applicable. We have presented our definition for each disclosure and where the reader can find that disclosure presented in our report.

Additional information on PwC Australia's strategy and performance can be found on our website at www.pwc.com.au.

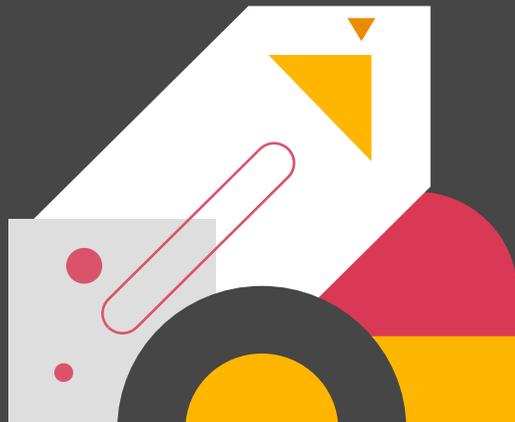
Our people are our primary audience for the report, and therefore our materiality focus to determine the disclosures has been based on this. We look forward to extending our reporting in FY23 and beyond.





Principles of Governance

Building trust through our commitment to transparency and accountability, embedded in our day-to-day decision making



Core metrics and disclosures

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our FY22 report	Basis of preparation description	Report section
Governing purpose	<i>Setting purpose</i> The company's stated purpose, as the expression 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.	Our Purpose Our Values	PwC's stated Purpose and Values.	Introduction
Quality of governing body	<i>Governance body composition</i> 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-represented social groups; stakeholder representation.	Governance bodies - gender (%): • Executive Board • Board of Partners	The gender percentage of members of PwC Australia's two peak governing bodies. The Executive Board data includes the CEO. The Board of Partners excludes our CEO although he is also a member.	Principles of Governance
		Governance bodies - diverse cultural background (%): • Executive Board • Board of Partners	The diverse cultural backgrounds in percentage terms of members of PwC Australia's two peak governing bodies. Diverse cultural background is defined as being from an non-Anglo-Celtic and non-European background, as self-disclosed by PwC Australia partners. The Executive Board data includes the CEO. The Board of Partners excludes our CEO although he is also a member.	Principles of Governance
		List of advisory groups and committees	A selection of advisory groups and committees that support and advise management on social, environmental and governance matters, including PwC Australia partners and employees and external representatives.	Principles of Governance
		Risk governance and oversight mechanisms and approaches	Summary description of risk governance and oversight mechanisms and approaches	Principles of Governance
		Audit Transparency Report	Our Audit Transparency Report describes our policies, systems and processes for ensuring quality, the results of key quality monitoring programmes and reviews, and the way we foster a culture of quality at every level of the firm.	Principles of Governance
		Number of submissions to policy makers, regulators, standard setters and professional and industry peak bodies	Number of submissions between 1 July 2021 and 30 June 2022.	Principles of Governance
		Number of meetings with external Audit Quality Advisory Board	Number of meetings held between 1 July 2021 and 30 June 2022.	Principles of Governance
	Number of tax advice matters referred to the firm's Tax Policy Panel	Number of matters referred between 1 July 2021 and 30 June 2022.	Principles of Governance	
Stakeholder engagement	<i>Material issues impacting stakeholders</i> 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.	Overview of our key stakeholders and the topics that are important to them	Materiality was defined with reference to our people as the key stakeholder for the report.	Introduction



Core metrics and disclosures

... Cont

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our FY22 report	Basis of preparation description	Report section
Ethical behaviour	<p><i>Anti-corruption</i></p> <p>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. a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.</p> <p>2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption</p>	Ethics and Code of Conduct training	Percentage of PwC Australia partners and employees who completed ethics and code of conduct training.	Principles of Governance
		Number and nature of incidents of corruption	Number and nature of incidents of corruption confirmed during the period 1 July 2021 to 30 June 2022 relating to both the current and previous year.	Principles of Governance
	<p><i>Protected ethics advice and reporting mechanisms</i></p> <p>A description of internal and external mechanisms for:</p> <p>1. Seeking advice about ethical and lawful behaviour and organisational integrity; and</p> <p>2. Reporting concerns about unethical or unlawful behaviour and lack of organisational integrity.</p>	<p>A description of internal and external mechanisms for:</p> <p>1. Seeking advice about ethical and lawful behaviour and organisational integrity; and</p> <p>2. Reporting concerns about unethical or unlawful behaviour and lack of organisational integrity.</p>	Summary description of internal and external ethics advice and reporting mechanisms.	Principles of Governance
		Serious misconduct matters tabled, substantiated and the categorisation of those matters	<p>Total number of matters involving serious misconduct complaints that were considered by the People & Ethical Conduct Panel (including unsubstantiated matters where no breach was established). This does not include external conduct matters determined to be unrelated to PwC Australia.</p> <p>Substantiated matters are those where a breach or breaches of the Code of Conduct, policy or other obligation have been established by the People & Ethical Conduct Panel based on consideration of the available information.</p>	Principles of Governance



People

Realising the potential of our people in a rewarding, inclusive and flexible workplace



Core metrics and disclosures

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our FY22 report	Basis of preparation description	Report section
Dignity and equality	<i>Diversity and inclusion (%)</i> Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	Number of employees	Employees include permanent employees including full time, part time, casual and fixed term employees as at 30 June 2022. It does not include partners, contractors or PwC's Indigenous Consulting (PIC).	People
		Number of new hires	Number of new hires by PwC Australia. New hires include new to firm partners and new permanent employees including full time, part time, casual and fixed term employees as at 30 June 2022. It does not include external contractors or PIC.	People
		Number of partners	Number of PwC Australia partners as at 1 July 2022.	People
		Gender profile (employees)	PwC Australia employee gender profile is based on self disclosed gender information, rounded to the nearest whole percentage, at 30 June 2022. Less than 1% of employees have not declared their gender. The employee base is as per the description of the number of employees.	People
		Gender profile (new hires)	New hire gender profile is based on self disclosed gender information, rounded to the nearest whole percentage, at 30 June 2022. Less than 1% of new hires have not declared their gender.	People
		Percentage of employees from diverse cultural background (non-European background)	Diverse cultural background is defined as being from a non-Anglo-Celtic or non-European background, as self-disclosed by PwC Australia employees, as at 30 June 2022. The employee base is as per the description of the number of employees	People
		Percentage of employees from diverse cultural backgrounds (non-Anglo-Celtic background)	Diverse cultural background (non-Anglo-Celtic background) is defined as being from a non-Anglo-Celtic background, as self-disclosed by PwC Australia employees, as at 30 June 2022. The employee base is as per the description of the number of employees.	People
		Average age of employees	Average age of PwC Australia permanent employees, rounded up to the nearest year, as at 30 June 2022. The employee base is as per the description of the number of employees.	People
		Gender profile (partners overall)	PwC Australia partners' gender profile, as at 1 July 2022.	People
		Gender profile (new partner admissions)	PwC Australia partners' gender profile, as at 1 July 2022. New partners are defined as admissions from 2 July 2021 to 1 July 2022.	People
		Percentage of partners from diverse cultural backgrounds (partners overall)	Diverse cultural background is defined as being from a non-Anglo-Celtic or non-European background, as self-disclosed by PwC Australia partners, as at 1 July 2022. We note that the percentage as at 1 July 2021 was restated in the current year based on updated information.	People
		Percentage of partners from diverse cultural backgrounds (new partner admissions)	Diverse cultural background is defined as being from a non-Anglo-Celtic or non-European background, as self-disclosed by PwC Australia partners, as at 1 July 2022. New partners are defined as admissions from 2 July 2021 to 1 July 2022, inclusive.	People
		Percentage of partners that are Non-Equity Partners or Equity Partners	Percentage of PwC Australia partners that are Non-Equity Partners or Equity Partners as at 1 July 2022.	People
Youngest partner	Age of the youngest partner of PwC Australia as at 1 July 2022.	People		



Core metrics and disclosures

... Cont

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our FY22 report	Basis of preparation description	Report section
Dignity and equality	<i>Diversity and inclusion (%) (cont'd)</i> Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	Oldest partner	Age of the oldest partner of PwC Australia as at 1 July 2022.	People
		Percentage of partners 55 years or older	Percentage of PwC Australia partners that are 55 years of age or older as at 1 July 2022.	People
		% of people completing the Global 'Mojo' Survey	Percentage of employees (at the due date of the survey) who completed our most recent Global 'Mojo' Survey, conducted in April. This does not include PIC.	People
		Employee engagement score (%)	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in April, that indicated 'Agree' or 'Strongly agree' for each question. This does not include PIC.	People
		% of people accessing some form of parental leave who are men	Percentage of PwC Australia partners and employees who were male that accessed flexible and full-time parental leave in accordance with PwC Australia policies in FY22. This does not include PIC.	People
		% of people who accessed parental leave remaining with the firm after the first 12 months	Percentage of parental leavers who started parental leave within the reporting period and remained with the firm during that period. This does not include PIC.	People
		Avg. duration of parental leave (weeks) taken by women	Average duration (weeks) of parental leave taken in accordance with PwC Australia policies by women in FY22. This does not include PIC.	People
		Avg. duration of parental leave (weeks) taken by men	Average duration (weeks) of parental leave taken in accordance with PwC Australia policies by men in FY22. This does not include PIC.	People
		PwC's Indigenous Consulting partners	Number of principals in PwC's Indigenous Consulting Pty Ltd (PIC) who are also Equity partners of PwC Australia as at 1 July 2022.	People
		Elevate Reconciliation Action Plan	Our Elevate Reconciliation Action Plan (RAP) March 2019 – March 2023 is shares our progress on Reconciliation efforts and is key to our commitment to support real change in the lives of First Nations people	People
		PwC's Indigenous Consulting employees	Number of employees of PwC's Indigenous Consulting Pty Ltd as at 30 June 2022, excluding contractors.	People
		% of people who feel their day-to-day stress levels they are currently experiencing with their work are manageable	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in April, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People
		% of people who were able to find a balance between work and their personal life that suited them	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in April, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People
% of people who agree they work in teams that prioritise wellbeing	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in April, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People		
% of people who feel confident / equipped to recognise signs and symptoms of mental illness in myself and others	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in April, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People		
Employee-led networks	Inclusion@PwC employee-led networks are open to all permanent employees where participation is optional.	People		

Core metrics and disclosures

... Cont

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our FY22 report	Basis of preparation description	Report section
Dignity and equality	<i>Pay equality (%)</i> Ratio of the total remuneration for each employee category by priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	Employee pay gap (like for like by grade)	Average pay gap across all permanent and fixed term employees (excluding casuals), by grade. This is by comparing average men's total remuneration and average women's total remuneration on the same grade as at 30 June 2022. This does not include PIC or partners of other PwC entities on secondment to PwC Australia. Employees on Parental leave are included. Total remuneration includes superannuation.	People
		Employee gender pay gap	Average pay gap across all permanent and fixed term employees (excluding casuals). This is by comparing the average total remuneration for men to that of women, as at 30 June 2022. This does not include PIC or partners of other PwC entities on secondment to PwC Australia. Employees on Parental leave are included. Total remuneration includes superannuation.	People
		Employee DCB pay gap	Average pay gap across all permanent and fixed term employees (excluding casuals). This is by comparing the average total remuneration for DCB (Non-European) employees to that of other employees, where total remuneration includes base pay and superannuation, as at 30 June 2022. Diverse cultural background is defined as being from a non-Anglo-Celtic or non-European background (including First Nations), as self-disclosed by PwC Australia employees. This does not include PIC or partners of other PwC entities on secondment to PwC Australia. Employees on Parental leave are included. Total remuneration includes superannuation.	People
		Partner pay gap (like for like based on pay band)	Comparison of target income of men and women partners of PwC Australia at the same pay band for FY22.	People
		Partner gender pay gap	Comparison of the average target income of men to that of women partners of PwC Australia for FY22. Actual income is finalised in September 2022. FY21 pay gap is based on actual income earned including incentive payments, which was determined in September 2021.	People
		Partner DCB pay gap	Comparison of the average target income for partners with a Diverse Cultural Background to that of other partners of PwC Australia for FY22. Diverse cultural background is defined as being from a non-Anglo-Celtic or non-European background, as self-disclosed by PwC Australia partners.	People
		Proposed partner target income range	Proposed partner target incomes from 1 July 2022.	People
	<i>Wage level (%)</i> Ratios of standard entry level wage by gender compared to local minimum wage.	Ratios of standard entry level wage by gender compared to local minimum wage	Minimum total remuneration we pay for our most junior employees including (Administrative grade, Intern/Trainee grade, Associate grade, and long term vacationers), as a ratio to the minimum wage. Total remuneration includes superannuation, as at 30 June 2022.	People



Core metrics and disclosures

... Cont

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our FY22 report	Basis of preparation description	Report section
Dignity and equality (cont'd)	<p><i>Risk for incidents of child, forced or compulsory labour</i></p> <p>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:</p> <p>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.</p>	Responsible supply chain activities	Overview of our approach to human rights issues across our operations and supply chains.	People
Health and well-being	<p><i>Health and safety (%)</i></p> <p>The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.</p> <p>An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.</p> <p>Number of discrimination and harassment incidents, status of the incidents and actions taken, and the total amount of monetary losses as a result of legal proceedings associated with: a) law violations; and b) employment discrimination.</p>	Percentage of people who accessed Employee Assistance Program	Percentage of PwC Australia partners and employees who accessed the Employee Assistance Program (EAP), the C.A.R.E Program, delivered by Assure Services. This includes PIC as detailed employee data is not maintained separately for PIC as an entity.	People
		Bullying, harassment, sexual harassment, serious misconduct complaints and data breaches considered by the People & Ethical Conduct Panel.	Total number of matters involving alleged bullying, harassment, sexual harassment, serious misconduct complaints and data breaches that were considered by the People & Ethical Conduct Panel (including unsubstantiated matters where no breach was established). This does not include external conduct matters determined to be unrelated to PwC Australia.	Principles of Governance
		Bullying, harassment, sexual harassment, serious misconduct complaints and data breaches substantiated by the People & Ethical Conduct Panel.	Substantiated matters are those where a breach or breaches of the Code of Conduct, policy or other obligation have been established by the People & Ethical Conduct Panel based on consideration of the available information.	Principles of Governance
		Lost time injury frequency rate (LTIFR)	Number of work-related lost-time injuries (physical and/or psychological) relative to the total number of hours worked in the reporting period for PwC Australia employees. This does not include PIC.	People
		% of people who accessed Pandemic (COVID-19) Leave	Percentage of PwC Australia employees who accessed Pandemic Leave during FY22. Includes permanent and fixed term employees. It does not include contractors, casuals or PIC.	People
Skills for the future	<p><i>Training provided (#, \$)</i></p> <p>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).</p>	Learning and development hours	Hours recorded in the Vantage learning portal for participation in learning and development undertaken by PwC Australia partners and employees. It does not include PIC.	People
		Learning and development investment (\$)	Total learning and development spend across all employees for FY22. This does not include PIC.	People
		Investment in learning and development as a percentage (%) payroll	Total learning and development spend over the total employee payroll costs, represented as a percentage. This excludes PIC.	People
		Percentage of people who completed First Nations cultural awareness training	Percentage of active PwC Australia partners and employees who have completed First Nations cultural awareness training as at 30 June 2022.	People



Prosperity

Delivering sustainable outcomes
for our people, clients and
community



Core metrics and disclosures

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our FY22 report	Basis of preparation description	Report section
Employment and wealth generation	<i>Absolute number and rate of employment</i> 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	New graduates	Number of PwC Australia new graduates, including vacationer roles, commencing during FY22. It does not include PIC.	People
		New partners	Partners admitted to the PwC Australia partnership in the period from 2 July 2021 to 1 July 2022.	People
		New joiners (partners and employees)	Number of new hires by PwC Australia. New hires include new to firm partners and new permanent employees including full time, part time, casual and fixed term employees as at 30 June 2022. It does not include external contractors or PIC.	People
		New employees	Number of new employee hires by PwC Australia. New hires include new permanent employees including full time, part time, casual and fixed term employees as at 30 June 2022. It does not include external contractors or PIC.	People
		Percentage of new employees from diverse cultural backgrounds	Diverse cultural background is defined as being from a non-Anglo-Celtic or non-European background, as self-disclosed by PwC Australia employees, as at 30 June 2022. New employees are defined as new hires to PwC Australia during FY22. New hires include permanent employees including full time, part time, casual and fixed term employees as at 30 June 2022. It does not include external contractors or PIC.	People
		Gender profile (new employees)	PwC Australia employee gender profile is rounded to the nearest whole percentage, for employees in FY22. New employees are defined as new hires to PwC Australia during FY22. It does not include PIC.	People
		Employee growth (%)	Percentage increase in employees in FY22, as at 30 June 2022. The employee base is as per the description of the number of employees. It does not include PIC.	People
		Overall employee turnover	Terminations from 1 July 2021 to 30 June 2022 divided by the average number of PwC Australia employees, excluding casual, fixed term, and inactive employees, and including employees on parental leave. It does not include PIC.	People
	<i>Economic contribution</i> 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: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment	Total Revenue	Total Revenue includes PwC Australia's revenue from overseas entities (PNG and the ASEANZ Consulting businesses in SEA and NZ) which are controlled and consolidated in accordance with accounting rules, and disbursements. It does not include PIC.	Prosperity
		Revenue - Australia and Australian businesses	Australian businesses revenue includes revenue from PNG which is wholly owned by PwC Australia and excludes revenue from overseas entities and excludes disbursements. It does not include PIC.	Prosperity
		Revenue growth in Australia businesses	Growth is the difference in revenue from the prior financial year for Australian businesses by service line. It does not include PIC.	Prosperity
		Revenue - Overseas	Revenue from overseas entities where PwC Australia has an equity interest (PNG and the ASEANZ Consulting businesses in South East Asia and New Zealand)	Prosperity

Core metrics and disclosures

... Cont

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our FY22 report	Basis of preparation description	Report section
Employment and wealth generation	<i>Economic contribution (cont'd)</i> 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: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment of diversity and region.	Revenue - Consolidated	Total Revenue less Disbursements	Prosperity
		Revenue growth from businesses acquired	Australian business revenue attributed to acquisitions from 1 July 2021 to 30 June 2022.	Prosperity
		Disbursements	Out-of-pocket expenses and third party sub-consultant fees, reimbursed from clients.	Prosperity
		Profit growth	Growth on profit distributable to equity and non-equity partners of PwC Australia including partner base income and incentive payments.. The stated Profit growth is after payments to our employees (total remuneration and total incentive payments).	Prosperity
		Average partner income growth	Growth in the average total income earned by partners of PwC Australia from 1 July 2021 to 30 June 2022.	Prosperity
		Approximate average income uplift for partners who remained in the same grade	Approximate average growth in income in FY22 compared to FY21 for partners of PwC Australia who remained in the same grade (or pay band). Excludes incentive payments.	Prosperity
		Total incentive payments to employees	Total value of incentive payments made to employees during the period 1 July 2021 to 30 June 2022 and incentive payments payable to employees pertaining to FY22, to be paid in August/September 2022. It includes retention payments, payments for completing course/qualifications, manager milestone incentives, sign-on payments. It excludes payments for relocation, referrals and Permanent Resident payments. It does not include PIC.	Prosperity
		Fixed total remuneration growth (employees)	Fixed total remuneration growth (in absolute dollars and percentage terms) of PwC Australia employees including base pay and superannuation during the period 1 July 2021 to 30 June 2022. It does not include PIC.	Prosperity
		Increase in fixed total remuneration on 1 July 2022 (employees)	Fixed total remuneration growth (in absolute dollars and in percentage terms) of PwC Australia employees including base pay and superannuation on 1 July 2022. It does not include PIC.	Prosperity
		Total social impact time	Hours allocated by PwC Australia partners and employees to volunteering, pro and low bono engagements and other social impact activities. It does not include PIC.	Prosperity
		Total social impact investment (\$)	Value of social impact time, workplace giving, donations and cash contributions. It does not include PIC.	Prosperity
		List of acquisitions and divestments	Acquisition and divestments made by PwC Australia during FY22.	Prosperity
		Number of people holding Board roles including community & not-for-profit board roles (number of people holding board roles)	PwC Australia partners and employees holding roles on boards including community and not-for-profit boards and committees, including advisory roles. It does not include PIC.	Prosperity
Number of Board roles including community & not-for-profit board roles (number of board roles)	Number of unique roles held by PwC Australia partners and employees on community and not-for-profit boards, including advisory roles. It does not include PIC for employees.	Prosperity		



Core metrics and disclosures

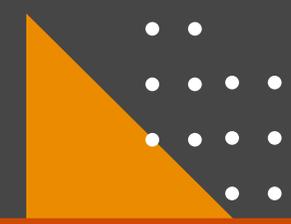
... Cont

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our FY22 report	Basis of preparation description	Report section
Employment and wealth generation	<p><i>Financial investment contribution</i></p> <p>1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.</p> <p>2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.</p>	Since PwC is a network of privately owned separate legal entities, these metrics are not relevant to our structure.	N/A	Not disclosed
Innovation of better products and services	<p><i>Total R&D expenses (\$)</i></p> <p>Total costs related to research and development.</p>	PwC Australia has continued to prioritise ongoing investments into the future of our business, despite the heightened economic challenges of the past year. This includes our investments in new partners, technology costs and business development.	N/A	Not disclosed
Community and social vitality	<p><i>Total tax paid</i></p> <p>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.</p>	Estimated average percentage of tax paid by partners	Estimate of average percentage of tax paid by PwC Australia partners (estimated average effective tax rate).	Prosperity
		Total tax contribution	Total taxes paid by PwC Australia (excluding PNG, South East Asia & New Zealand Consulting, PIC), its partners and employees. It includes corporate income taxes, property taxes, non-creditable goods and services tax, fringe benefits tax, payroll tax, stamp duty, foreign taxes, tax deducted from employee salaries and tax payable by partners on income earned. It does not include GST paid to us by our clients and passed on to the Australian Government, nor GST we have paid but are able to be claimed as input credits.	Prosperity



Planet

Contributing to an equitable and sustainable transition to a net zero economy



Core metrics and disclosures

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our FY22 report	Basis of preparation description	Report section
Climate change	<i>Greenhouse gas (GHG) emissions</i> For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Total greenhouse gas emissions	Our greenhouse gas emissions were calculated in line with the reporting boundary, methodology and emission factors set by the Global PwC Network and Science Based Targets initiative. This figure includes all scope 1 & 2 emissions and scope 3 business travel emissions (air, land and accommodation) for our Australian operations. Note: our Climate Active submission for FY22 will differ from the metrics reported here due to differences in the reporting boundary used and different emission factors.	Planet
		Change in total greenhouse gas emissions from FY19 base year	Change in emissions in FY22, compared to the FY19 base year, by scope 1&2, scope 3, and total emissions.	Planet
		Climate Active carbon neutral organisation certification	Certification from Climate Active that PwC Australia has achieved net zero emissions.	Planet
	<i>Task Force on Climate-related Financial Disclosures (TCFD) implementation</i> 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 preindustrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	TCFD implementation	Actions the PwC global network has taken to support the TCFD and its implementation.	Planet
		Actions related to the Net Zero commitment	Actions PwC Australia has taken in order to deliver on our global commitment to Net Zero by 2030.	Planet
Nature loss	<i>Land use and ecological sensitivity</i> Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas	No sites owned, leased or managed are in or adjacent to protected areas and/or key biodiversity areas.	N/A	Not disclosed
Freshwater availability	<i>Water consumption and withdrawal in water-stressed areas</i> 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.	PwC Australia does not withdraw water, and while our water consumption is limited to daily needs, we put measures in place to minimise water consumption in our offices wherever possible.	N/A	Not disclosed



© 2022 PricewaterhouseCoopers. All rights reserved. PwC refers to the Australia member firm, and may sometimes refer to the PwC network. Each member firm is a separate legal entity. Please see www.pwc.com/structure for further details. This content is for general information purposes only, and should not be used as a substitute for consultation with professional advisors. Liability limited by a scheme approved under Professional Standards Legislation.
D0307532