

Basis of preparation of our report

Transparency Report

1 July 2023 - 30 June 2024

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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' (the Report), published on 24 September 2024. Data and disclosures relate to PwC Australia business operations for the 12 months ended 30 June 2024, unless otherwise stated and, unless specifically mentioned, excludes PwC PNG, other offshore operations where PwC Australia has an equity interest, and the business operations of PwC Indigenous Consulting Pty Ltd (PIC).

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 framework (WEF framework) (White Paper, September 2020), where applicable.

We have presented our definition for each disclosure and outlined 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 stakeholders are defined within the Report along with our approach to materiality which supports the determination of disclosures included.



01

Principles of Governance

Built on the highest ethical and professional standards, with integrity at the core of everything we do.

Core metrics and disclosures

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Governing purpose	<i>Setting purpose</i>	Our Purpose	PwC's stated Purpose and Values.	Our new strategy
	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 Values		
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.	Composition of Management Leadership Team and Governance Board - gender (%):	The gender percentage of members of PwC Australia's Management Leadership Team and Governance Board.	Principles of Governance
		<ul style="list-style-type: none"> Management Leadership Team Governance Board 	The Management Leadership Team data includes the CEO. The Governance Board excludes our CEO although they are also a member.	
		Composition of Management Leadership Team and Governance Board - diverse cultural background (%):	The diverse cultural backgrounds in percentage terms of members of PwC Australia's Management Leadership Team and Governance Board. Diverse cultural background is defined as being from a non-Anglo-Celtic or non-European background, as self-disclosed by PwC Australia partners.	Principles of Governance
		<ul style="list-style-type: none"> Management Leadership Team Governance Board 	The Management Leadership Team data includes the CEO. The Governance Board excludes our CEO although they are also a member.	
	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	
	<i>Progress against strategic milestones</i>	Material strategic economic, environmental and social milestones achieved in the current period relating to the sustainability strategy.	Material economic, environmental and social topics are outlined in the Stakeholder Engagement & Materiality section of the Report. Associated milestones achieved from the previous year and the milestones contribution to long-term value are outlined throughout the corresponding sections of the Report, as are milestones expected to be achieved in the following year.	Our stakeholders/ Our metrics/ throughout the Report
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.	Stakeholders were identified and mapped according to their level of interest and influence in the firm. An assessment of the potential impacts, risks and opportunities (IRO) for each material risk was conducted which was then scored based on the likelihood of the IRO occurring together with the potential impact of the IRO on the firm, society or the environment.	Our stakeholders/ Our metrics

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Ethical behaviour	<i>Anti-corruption</i>	Ethics and Code of Conduct training	Percentage of PwC Australia partners and employees who completed ethics and code of conduct training between 1 July 2023 and 30 June 2024. Partners and employees on extended leave or international secondment at the time of annual training allocation are excluded from the training audience.	Principles of Governance
	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.	Number and nature of incidents of corruption:	Number and nature of incidents of corruption confirmed during the period 1 July 2023 to 30 June 2024 relating to both the current and previous year.	Principles of Governance
	2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	1. Total number and nature of incidents of corruption confirmed during the current year, but related to previous years 2. Total number and nature of incidents of corruption confirmed during the current year, related to this year	"Confirmed incidents of corruption" are incidents of corruption that have been substantiated in a final publicly-reported regulatory or court adjudication. Confirmed incidents of corruption do not include incidents of corruption that are still under investigation in the reporting period. "Corruption" is defined as the abuse of entrusted power for private gain, which can be instigated by individuals or organisations. Corruption includes practices such as bribery, facilitation payments, fraud, extortion, collusion and money laundering. It also includes an offer or receipt of any gift, loan, fee, reward, or other advantage to or from any person as an inducement to do something that is dishonest, illegal, or a breach of trust in the conduct of the enterprise's business. This can include cash or in-kind benefits, such as free goods, gifts and holidays, or special personal services provided for the purpose of an improper advantage, or that can result in moral pressure to receive such an advantage.	
	<i>Protected ethics advice and reporting mechanisms</i>	A description of internal and external mechanisms for:	Summary description of internal and external ethics advice and reporting mechanisms.	Principles of Governance
	A description of internal and external mechanisms for:	1. Seeking advice about ethical and lawful behaviour and organisational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organisational integrity		
	1. Seeking advice about ethical and lawful behaviour and organisational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organisational integrity.	Bullying, harassment, sexual harassment, serious misconduct complaints and data breaches considered by the People & Ethical Conduct Panel	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).	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	

02

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 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 2024. It does not include partners, contractors or PwC Indigenous Consulting (PIC).	People
		Number of new people	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 2024. It does not include external contractors or PIC.	People
		Number of partners	Number of PwC Australia partners as at 1 July 2024.	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 2024. The calculation excludes less than 0.2% of employees who have not declared their gender. The employee base is as per the description of the number of employees.	People
		Gender profile (new employees)	New employee gender profile is based on self disclosed gender information, rounded to the nearest whole percentage, at 30 June 2024.	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 2024. The employee base is as per the description of the number of employees. The calculation excludes 5.4% of employees who have not declared their cultural background.	People
		Average age of employees	Average age of PwC Australia permanent employees, rounded up to the nearest year, as at 30 June 2024. 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 2024.	People
		Gender profile (new partner admissions)	PwC Australia partners' gender profile, as at 1 July 2024. New partners are defined as admissions from 2 July 2023 to 1 July 2024, inclusive.	People
		Gender profile (partner retirements)	PwC Australia retired partners' gender profile, as at 1 July 2024. Retired partners are defined as retirements from 2 July 2023 to 1 July 2024, inclusive.	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 2024. The calculation excludes 1.8% of partners who have not declared their cultural background.	People		

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our 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)	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 2024. New partners are defined as admissions from 2 July 2023 to 1 July 2024, inclusive.	People
		Percentage of partners from diverse cultural backgrounds (partner retirements)	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 2024. Partner retirements are defined as retirements from 2 July 2023 to 1 July 2024, inclusive.	People
		Percentage LGBTIQ+ representation of employees and partners	LGBTIQ+ representation is defined as people with a diverse gender or sexuality, as self-disclosed by PwC Australia employees and partners, as at 30 June 2024. The calculation excludes 18% of total employees and partners who have not shared their gender identity or sexuality. The employee and partner base is as per the description of the number of employees and number of partners. It does not include PIC.	People
		Percentage of employees and partners with disability	People with disability is defined as a person who experiences disability, including physical, intellectual, mental illness, sensory, neurological, neurodiversity, learning disabilities or medical condition, that substantially (or periodically) limit major life activity, as self-disclosed by PwC Australia employees and partners, as at 30 June 2024. The calculation excludes 7% of total employees and partners who have not declared their disability status. The employee and partner base is as per the description of the number of employees and number of partners. It does not include PIC.	People
		Percentage of employees and partners that are First Nations peoples	First Nations peoples are people who are of Aboriginal and/or Torres Strait Islander descent and identify as an Aboriginal and/or Torres Strait Islander person, as self-disclosed by PwC Australia employees and partners, as at 30 June 2024. The calculation excludes 5.4% of employees or partners who have not declared their cultural background. The employee and partner base is as per the description of the number of employees and number of partners. It does not include PIC.	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 2024.	People
		Youngest partner	Age of the youngest partner of PwC Australia as at 1 July 2024.	People
		Oldest partner	Age of the oldest partner of PwC Australia as at 1 July 2024.	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 2024.	People

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our 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)	% 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 May. This does not include PIC.	People
		Employee engagement score (%)	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in May, that indicated 'Agree' or 'Strongly agree' for each question. This does not include PIC.	People
		% of people who feel a sense of pride working at PwC	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in May, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People
		% of people who feel the partners/leaders in their practice make a point of connecting with them	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in May, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People
		% of people who enjoy working at PwC	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in May, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People
		% of people who would recommend PwC as a great place to work	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in May, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People
		% of LGBTIQ+ people reporting feeling comfortable to be out in the workplace	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in May, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People
		% of Non-European DCB people feeling their cultural diversity was valued at work	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in May, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People
		% of First Nations people feel culturally safe at work	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in May, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People
		% of people who experience disability feel comfortable to disclose at work	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in May, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	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 May, 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 May, that indicated 'Agree' or 'Strongly agree' to this question. This does not include PIC.	People		

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our 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)	% of people who agree they work in teams that prioritise wellbeing	Percentage of submitted responses to our most recent Global 'Mojo' Survey, conducted in May, that indicated 'Agree' or 'Strongly agree' to this 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, that accessed flexible and full-time parental leave in accordance with PwC Australia policies in during the reporting period, who were male. 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 during the reporting period. 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 during the reporting period. This does not include PIC.	People
		Reconciliation Action Plan	Our Reconciliation Action Plan (RAP) March 2019 – June 2024 shares our progress on Reconciliation efforts and is key to our commitment to support real change in the lives of First Nations people.	People
		Employee-led networks	The Employee Networks@PwC are open to all employees (participation is optional). Inclusion@PwC are employee-led networks that are focused on Diversity, Inclusion and Wellbeing.	People

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our 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 2024. 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 2024. 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
	<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 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 2024. Diverse cultural background is defined as being from a non-Anglo-Celtic or non-European background, 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 average total income of men and women partners of PwC Australia at the same pay band for the reporting period. Metric is presented as the average of differences across all pay bands. Actual income can vary within a pay band due to individual performance in the year.	People
		Partner gender pay gap	Comparison of the average total income of men to that of women partners of PwC Australia during the reporting period.	People
		Partner DCB pay gap	Comparison of the average total income for partners with a Diverse Cultural Background to that of other partners of PwC Australia for the reporting period. 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 2024.	People
	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 2024.	People	

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Dignity and equality	<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: 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
	<p><i>Health and safety (%)</i></p> <ul style="list-style-type: none"> The number and rate of fatalities as a results of work-related injury: High-consequence work-related injuries (excluding fatalities); recordable work-related injury; and the number of hours worked. 	The utilisation of our Employee Assistance Program	Utilisation is expressed as the number of unique cases as a proportion of total PwC Australia partners and employees who accessed the Employee Assistance Program (EAP), Care Companion (formerly C.A.R.E), delivered by Sonder. This does not include PIC.	People
	<ul style="list-style-type: none"> 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. 	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 partners and employees. This does not include PIC.	People
	<ul style="list-style-type: none"> Number of discrimination and harassment incidents, status of the incidents and actions taken, and the total amount of monetary losses as a results of legal proceedings associated with: a) law violations; and b) employment discrimination. 	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

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Health and wellbeing	<i>Wellbeing (%)</i> Percentage of employees participating in 'best practice' health and wellbeing programs that help to reduce absenteeism and improve productivity and employee absentee rate (AR) for all employees.	Absenteeism rate (AR) of all employees	Australia employees, as at 30 June 2024. Absenteeism rate is defined as total personal leave hours taken by all employees divided by the total number of hours, not including other leave hours. This does not include PIC.	People
		Percentage of employees who have claimed the employee wellness benefit	Percentage of PwC Australia employees who have claimed the employee wellness benefit. This does not include PIC.	People
		Percentage of employees who have completed mental health literacy training	Percentage of PwC Australia employees who have completed mental health literacy training. This does not include PIC.	People
Skills for the future	<i>Training provided (#, \$)</i> 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).	Learning and development hours of employees	Hours recorded in the Vantage learning portal for participation in learning and development undertaken by PwC Australia employees, during the reporting period. It does not include PIC.	People
		Learning and development investment (\$) of employees	Total learning and development spend across all employees, during the reporting period. This does not include PIC.	People
		Investment in learning and development of employees as a percentage (%) of total employee payroll	Total learning and development spend of employees over the total employee payroll costs, represented as a percentage. This does not include PIC.	People
		Learning and development hours of partners	Hours recorded in the Vantage learning portal for participation in learning and development undertaken by PwC Australia partners during the reporting period. It does not include PIC.	People
		Learning and development investment (\$) of partners	Total learning and development spend across all PwC Australia partners during the reporting period. This does not include 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 2024. This does not include casual employees.	People



03

Prosperity

Delivering sustainable
outcomes for our people,
clients and community

Core metrics and disclosures

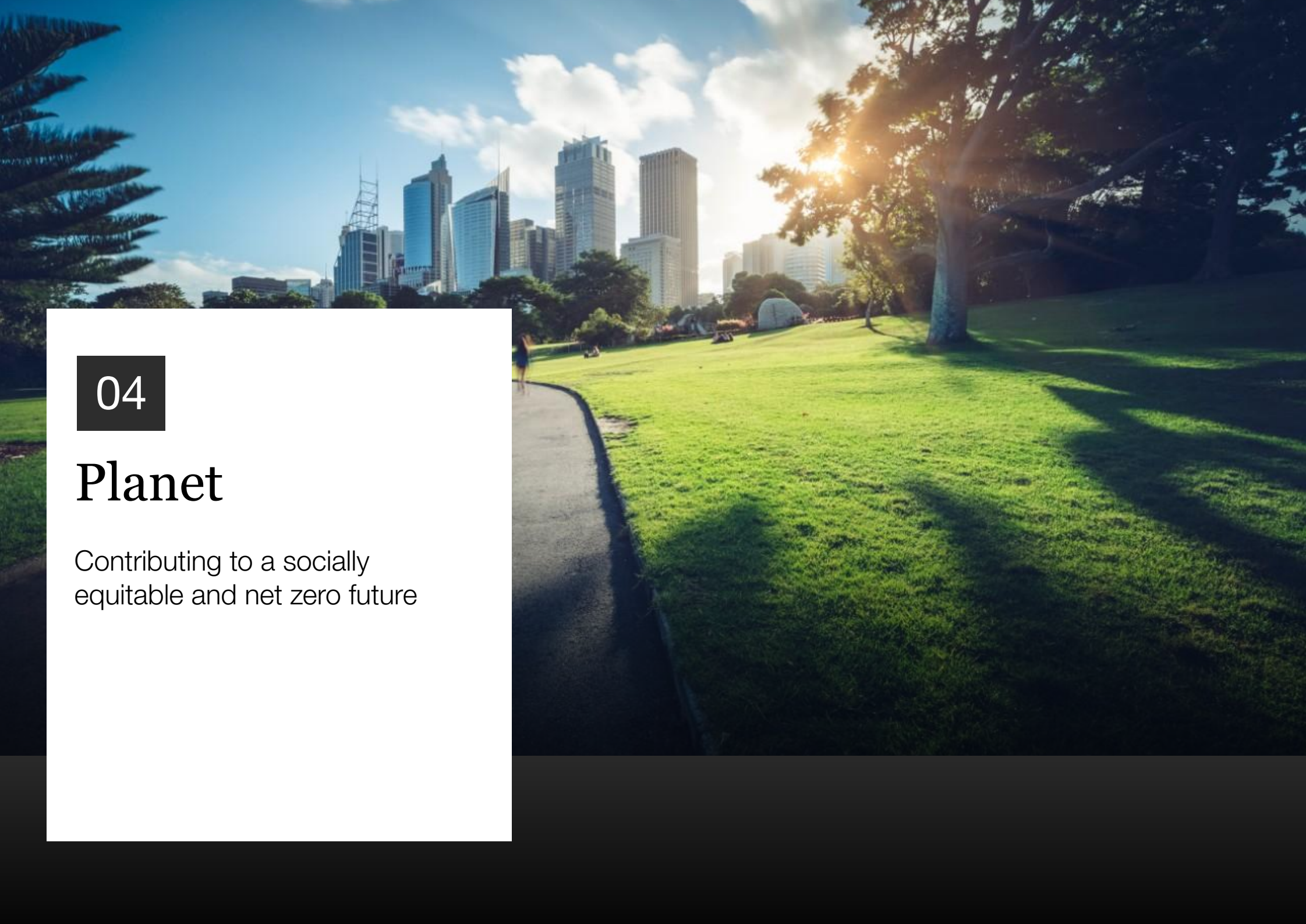
WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Employment and wealth generation	<i>Absolute number and rate of employment</i> 1. Total number and rate of new employee hires during the reporting period, by age group, 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 the reporting period. It does not include PIC.	People
		New partners	Partners admitted to the PwC Australia partnership in the period from 2 July 2023 to 1 July 2024.	People
		New people (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 2024. It does not include external contractors or PIC.	People
		New employees	Number of new employee hires by PwC Australia. New employees include new permanent employees including full time, part time, casual and fixed term employees as at 30 June 2024. 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 2024. The calculation excludes 3% of new employees who have not declared their cultural background. New employees are defined as new employees to PwC Australia during the reporting period. New employees include permanent employees including full time, part time, casual and fixed term employees as at 30 June 2024. 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. New employees are defined as new employees to PwC Australia during the reporting period. It does not include PIC.	People
		Total employee promotions	Total employee promotions includes all employees who received a promotion during the reporting period, as a result of their annual performance, and excluding employees that were admitted to the partnership. It does not include PIC.	People
		Employee growth (%)	Percentage increase in employees during the reporting period, as at 30 June 2024. The employee base is as per the description of the number of employees. It does not include PIC.	People
		Partner retirements	Partner retirements from the PwC Australia partnership in the period from 2 July 2023 to 1 July 2024.	People
		Overall employee turnover	Terminations (includes redundancies regretted turnover) and from 1 July 2023 to 30 June 2024 divided by the average number of PwC Australia employees, excluding casual and fixed term, and including inactive employees and employees on parental leave. It does not include PIC or people who moved to Scyne Advisory.	People

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Employment and wealth generation	<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 of diversity and region.	Total Revenue	Total Revenue includes PwC Australia's revenue from overseas entities (PNG and the ASEANZ Consulting businesses in SEA and NZ) which were 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 had an equity interest until 29 December 2023, the date of divestment (ASEANZ Consulting businesses in South East Asia and New Zealand).	Prosperity
		Revenue - Consolidated	Total Revenue less Disbursements.	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.	Prosperity
		Average change in partner income	Change in the average total income earned by partners of PwC Australia from 1 July 2023 to 30 June 2024.	Prosperity
		Approximate average income uplift for partners who remained in the same grade	Approximate average growth in total income during the reporting period compared to the previous period, for partners of PwC Australia who remained in the same grade (or pay band).	Prosperity
		Total incentive payments to employees	Total value of incentive payments awarded to employees in respect of the period 1 July 2023 to 30 June 2024. It includes retention payments, payments for completing course/qualifications, manager milestone incentives and 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 2023 to 30 June 2024. It does not include PIC.	Prosperity		

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Employment and wealth generation	<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 of diversity and region.	Increase in fixed total remuneration on 1 July 2024 (employees)	Fixed total remuneration growth (in absolute dollars and percentage terms) of PwC Australia employees including base pay and superannuation on 1 July 2024. 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/divestments made by PwC Australia during the reporting period.	Prosperity
		Government assistance	Financial assistance received from the government - Total monetary value of financial assistance received by PwC Australia from any government during the reporting period. PwC Australia did not receive government assistance during the period 1 July 2023 to 30 June 2024.	N/A
		Number of people holding Board roles	PwC Australia partners and employees holding governance/advisory roles. It does not include PIC.	Prosperity
		Number of Board roles	Number of unique governance/advisory roles held by PwC Australia partners and employees. It does not include PIC for employees.	Prosperity
	<i>Financial investment contribution</i> 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.	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	<i>Total R&D expenses (\$)</i> Total costs related to research and development.	Despite a challenging year the firm we continued to invest in the future of our business. This included investing in our people as well as incubating and delivering digital products and services, such as Chat PwC, that create value for our people, clients and the community.	N/A	Not disclosed
Community and social vitality	<i>Total tax paid</i> 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.	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 claim as input credits.	Prosperity



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Planet

Contributing to a socially
equitable and net zero future

Core metrics and disclosures

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Climate change	<p><i>Greenhouse gas (GHG) emissions</i></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 (tCO₂e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	Total greenhouse gas emissions	<p>Reporting year</p> <p>PwC Australia's greenhouse gas (GHG) emissions have been prepared based on the reporting period 1 July 2023 to 30 June 2024. Consistent with disclosures under the PwC Network Environment Report, our baseline and targets are set based on the PwC Network fiscal year, which is the 12 month period ending 30 June.</p> <p>Standard</p> <p>Our GHG emissions data is monitored and measured in line with best practice reporting principles, which are aligned with the the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard, revised edition ("GHG Protocol"). These principles include accuracy, completeness, consistency, context, relevance, stakeholder inclusiveness and transparency. These reporting principles guide us in the application of common reporting standards, particularly where ambiguous situations arise and help us to ensure that our GHG emissions reporting is a true and fair representation of our business.</p> <p>Greenhouse gases</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 (tCO₂e).</p> <p>Organisational boundaries</p> <p>PwC Australia is part of the PwC network where each member firm is a separate legal <u>entity</u>. 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'. PwC Australia's organisational boundary includes all PwC entities and operations within Australia, including our 9 office locations and all PwC Australia partners and employees.</p> <p>Base year</p> <p>PwC Australia has established the reporting period 1 July 2018 to 30 June 2019 as its base year and set a materiality level of 5%. This means that PwC Australia will recalculate and restate emissions where our previously reported emissions would increase or decrease by 5% or more. Events which may trigger the need for a recalculation include:</p> <ul style="list-style-type: none"> • Changes in calculation methods resulting in changes to prior year data. • Changes in published emissions factors, even when there has been no material change in the underlying consumption or activity data for that KPI. • Discovery of an error or a number of errors which, taken together, are material. • Updated or new data become available for previous reporting years. • Organisational changes impacting the firm's operations – e.g. mergers, acquisitions and divestments. 	Planet

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Climate change (cont'd)	<p><i>Greenhouse gas (GHG) emissions (cont'd)</i></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 (tCO₂e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	Total greenhouse gas emissions (cont'd)	<p>Calculation methodology and estimates</p> <p>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. 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.</p> <p>Where primary data is not available estimates are used based on extrapolation of available data, proxy data and local statistical data benchmarks.</p> <p>The GHG emissions reported in the Transparency Report are aligned with the PwC network approach which gathers and aggregates member firm activity data for each of the included emissions sources centrally to apply a consistent emissions calculation methodology. Total emissions are calculated by applying the most recent conversion factors published by the UK Department for Energy Security and Net Zero previously the Department for Business, Energy & Industrial Strategy (BEIS, formerly Defra), the International Energy Agency and the Association of Issuing Bodies (AIB), European Residual Mixes.</p> <p>Scope 1 emissions</p> <p>Includes:</p> <ul style="list-style-type: none"> Stationary combustion of fuel in our office locations, including diesel for backup generators and natural gas in commercial kitchens (kilowatt hours of energy consumed per office location). 	Planet

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Climate change (cont'd)	<p><i>Greenhouse gas (GHG) emissions (cont'd)</i></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 (tCO₂e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	Total greenhouse gas emissions (cont'd)	<p>Scope 2 emissions (market-based)</p> <p>Includes:</p> <ul style="list-style-type: none"> Purchased electricity (kilowatt hours of electricity consumed per office location) Purchased heat, steam and cooling for our office locations (kilowatt hours of electricity and megajoules of natural gas consumed per office location) <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>Scope 3 emissions</p> <p>Includes:</p> <p>Business travel:</p> <ul style="list-style-type: none"> Air travel (passenger kilometres travelled by cabin class and haul) Land travel (kilometres travelled in taxi, train and car by fuel type) Overnight accommodation (number of nights in domestic and international accommodation) <p>Purchased goods and services:</p> <ul style="list-style-type: none"> Professional services Property & Facilities Management Technology <p>Other indirect:</p> <ul style="list-style-type: none"> Water consumption in our office locations (litres of water consumed by office location) Waste generated in our office locations (tonnes of waste by stream) Working from home (electricity consumed by our people working from home based on estimated number of hours) Transmission and distribution losses from our electricity consumption 	Planet

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Climate change (cont'd)	<p><i>Task Force on Climate-related Financial Disclosures (TCFD) implementation</i></p> <p>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.</p> <p>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.</p>	TCFD implementation	The PwC network's response to the TCFD recommendations is available in our most recent PwC Network Environment Report . It includes actions the PwC 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 with 2030 goals.	Planet
	<p><i>Paris-aligned GHG emissions targets</i></p> <p>Define and report progress against time-bound science-based 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. This should include defining a date before 2050 by which you will achieve net-zero greenhouse gas emissions, and interim reduction targets based on the methodologies provided by the Science Based Targets initiative, if applicable. If an alternative approach is taken, disclose the methodology used to calculate the targets and the basis on which they deliver on the goals of the Paris Agreement.</p>	GHG emissions targets	PwC is committed to reducing its emissions in line with a 1.5 degree climate scenario. In July 2021, our emissions reduction targets were independently validated by the Science Based Targets initiative (SBTi). They include targets to reduce our scope 1 and 2 emissions and our scope 3 business travel emissions by 50% in absolute terms by 2030 (from the base year). These targets are part of our worldwide commitment to achieve net zero with 2030 goals.	Planet

Core metrics and disclosures (cont'd)

WEF Theme	WEF definitions of metrics and disclosure	Disclosure included in our report	Basis of preparation description	Report section
Nature loss	<p><i>Land use and ecological sensitivity</i></p> <p>Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas.</p>	Number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas	PwC offices include owned, leased or managed locations as of 30 June 2024. Key biodiversity areas and protected areas were identified using 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.	Planet
Freshwater availability	<p><i>Water consumption and withdrawal in water-stressed areas</i></p> <p>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.</p>	Amount of water withdrawn and the percentage of total PwC office water withdrawn in regions with high or extremely high baseline water stress	PwC 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 includes 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.	Planet

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