



Climate Change Own Operations Policy



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Introduction

Objective and purpose of this policy

PwC's purpose is to build trust in society and solve important problems. Our Global strategy 'The New Equation' focuses on the urgency to successfully respond to, and change, in the face of the major shifts shaping the world (technological disruption, climate change, fractured geopolitics) and the need to build trust. We bring together people with different backgrounds and perspectives, to find better solutions.

The environmental challenges we face require urgent action by everyone, including PwC. We aim to minimize the environmental impact of our business and respond appropriately to our environmental risks and opportunities.

The purpose of this policy is to describe:

1. **Scope & Application** : **Who** is affected by this policy
2. **Principles** : **How** PwC aims to achieve its ambition and measure its success
3. **Accountability & monitoring process** : **Who** is responsible for key activities to achieve its ambition

This policy outlines our approach to sustainability in line with the requirements of the Corporate Sustainability Reporting Directive (CSRD) - ESRS E1.

Scope & Application

Organisational scope

This policy applies to all of us and our business processes. When we say “we”, “our” or “us” we are referring to the organisation or partners and staff at PwC Netherlands.

Climate Change Own Operations scope

The Climate Change Own Operations policy covers the impact on people and the environment resulting from PwC’s business activities, including the emissions of GHGs in scope 1, 2, and 3, which includes our supply chain (upstream). Climate Change Services (downstream) will be addressed in a separate policy document, which will include non-climate impacts, risks and opportunities through our services as well.

Stakeholders			
Stakeholder groups	Effect of policy on stakeholder group	How PwC considers the stakeholder groups in setting this policy	How PwC makes policies available to potentially affected stakeholders and stakeholders who need to implement it
Clients	Clients demand that PwC has an environmental policy in place for their operations and supply chain.	As part of our Double Materiality Assessment, the material topics on environment are defined and addressed in this policy.	Policies are available at the website.
Employees	Enhances employee satisfaction and can impact the work environment or the way employees travel.	As part of our GPS survey and the input from the workers council.	Policies are available at the website and intranet.
Suppliers	Contributes to driving ESG performance and exchange experience through close collaboration.	As part of our procurement policies (part of Business Conduct Overarching document).	Policies are available at the website.
Society	Aims to support societal goals by cutting emissions, lowering energy use, and curbing the progression of climate change.	As part of our stakeholder dialogue and the development of our Net Zero Action plan.	Policies are available at the website.

Principles

Our Climate Change Own Operations Policy commits PwC Netherlands to:

- Comply with relevant environmental legislation and adhere to international standards, including our global Net Zero ambition in accordance with the Science Based Targets initiative (SBTi).
- Uphold governance oversight of our environmental objectives of our business operations through our leadership teams and ensure alignment with our strategic framework, The New Equation.
- Annually monitor and report on our progress towards public sustainability goals and our Net Zero ambition, ensuring accountability and transparency, including the following impact areas: air mobility, land mobility, energy use, renewable energy production, waste, and our supply chain.
- Continually enhance our management systems to reduce environmental footprint, setting and achieving internal targets with clear, measurable metrics.
- Monitor our transitional and physical risks and opportunities based on different climate scenarios, and act appropriately.
- Integrate business operations environmental risks into our company-wide strategy, risk management processes and provide transparent reporting on these risks in our annual report.
- Encourage employee engagement and awareness on environmental issues, providing ESG training to empower our workforce to make informed, sustainable decisions.
- Invest in renewable energy projects and energy-efficient practices, including the installation of solar panels, reducing energy use of our offices, and procuring renewable energy.
- Set an Internal Carbon Price to create internal awareness and drive our environmental ambitions by funding initiatives that reduce, innovate, and compensate.
- Collaborate with different stakeholders to promote sustainable practices and reduce environmental impacts across our supply chain.
- Contribute to systematic change by driving environmental action in various professional networks and delivering thought leadership
- Actively pursue opportunities to deliver bold ideas, solutions which are human-led and tech-powered and create sustainable impact.

The link between the Impact, Risks and Opportunities (IRO's) and the sustainability ambition:

List of material topics (IRO) covered by policy	Improvement lever	Topic	Ambition of PwC towards the IRO	Value Chain
Climate Change	Decarbonisation	Climate	Net Zero ambition in accordance with SBTi	Operations and upstream

References to underlying policies and other relevant documents that covers the IRO's.

List of material topics (IRO) covered by policy	Description how we have covered this in the Policy	Name of policy or plan	Date/ version doc.	Page of the Policy
Climate Change	Targets, measures, monitoring and resources are covered for scope 1,2,3	Climate Action Plan	Sep'24 / v1.1	

Accountability and monitoring process

PwC’s Board of Management sets PwC’s integrated strategy, and in doing so includes ESG Sustainability-related impacts, risks and opportunities. In the Board of Management, the COO is responsible for environmental matters related to our own operations, supported by the CSO.

This policy will be reviewed annually as part of a regular business planning cycle to ensure it remains relevant and effective in managing our sustainability impacts, risks, and opportunities.

Document management

Policy ownership and status				
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Author	Date	Version	Status	Description
Maarten Dansen	30-09-2024	1.1	Published	Public version
Maarten Dansen	10-06-2024	1.0	Expired	CSRD FY24 internal

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