



PwC France and Maghreb's individual commitments to act4nature international

PwC France and Maghreb, an independent member firm of the PwC network, provides consulting and audit services as well as tax and legal expertise to organisations of all sizes across all business sectors. We are integrating CSR issues into our [Co-create2025 roadmap](#). For 29 years, we have been promoting sustainable development in the course of our work, with a dedicated team of 100 people. Through our recruitment and training procedures, we are committed to taking action on biodiversity by supporting our clients and weaving CSR into our operations.

| Commitments PwC France and Maghreb | Objectives and timeline | act4nature Common Commitments |
|--|--|----------------------------------|
| 1. Measuring our impact on biodiversity | Measure the impact of 100% of PwC's activities on biodiversity in MSA/sq.km (Mean Species Abundance in an ecosystem) using the Global Biodiversity Score (GBS) measurement tool for the first time by 2024. This will enable us to define our indicators and implement measures to reduce our impact. | 1 - 3 - 10 |
| 2. Reducing our impact on biodiversity | <p>We have identified three areas for action:</p> <p>1. Reduce pollution from travel by encouraging our employees to opt for sustainable mobility.</p> <p>a. In 2022, the travel policy was adapted to limit the use of air travel⁽¹⁾</p> <p>b. In 2022, PwC introduced a flat-rate allowance to promote soft mobility, with the aim of ensuring that 80% of employees use public transport or sustainable mobility by 2024</p> <p>c. All cars offered under the Company Car Plan will be hybrid or electric by 2024.</p> <p>2. Reduce our GHG emissions by 2025: We have made a worldwide SBTi commitment to cut our emissions by 50% (scopes 1 and 2 and scope 3 business travel) and to use suppliers with SBTi targets for at least 50% of emissions linked to the purchase of goods and services.</p> <p>3. Offset our impacts by ensuring that, in line with ICROA standards⁽²⁾, none of our investments in carbon credits are harmful to biodiversity by 2024.</p> | 3 - 4 - 5 |
| 3. Integrating biodiversity into our value proposition | <p>1. Integrate biodiversity into our service offering by proposing to measure the impact of 50% of our strategic clients using the GBS tool by end-2024.</p> <p>2. Train all our staff and partners working on ESG assignments, as well as the partners responsible for strategic accounts, by 2024, with a view to training 100% of our staff in biodiversity issues⁽³⁾.</p> | 6 - 8 |
| 4. Encouraging our stakeholders to take biodiversity issues into account | <p>1. Become a key player in biodiversity by raising awareness among our clients and employees through eight biodiversity publications and four biodiversity events between now and 2025.</p> <p>2. Integrate biodiversity into our choice of suppliers⁽⁴⁾ with specific criteria in the CSR maturity supplier assessment grid to ensure that 50% of CO₂ emissions are from suppliers who declare that they have implemented measures for biodiversity by 2025.</p> <p>3. Raise awareness through our garden: our registered office is set in 2.2 hectares of EcoJardin-labelled gardens for our employees and visitors to enjoy. By 2024, it will be used as the setting for initiatives to enhance and raise awareness of biodiversity.</p> | 2 - 4 - 6 - 7 - 9 |
| 5. Integrating biodiversity into our sustainability reporting | Track and publish at least five biodiversity indicators identified by the GBS as having the greatest impact in our sustainability reporting for the 2025 financial year. | 1 - 10 |

1 Flying is only permitted if the equivalent journey by train is more than four hours one way, or more than six hours for a same-day return journey.
2 International Carbon Reduction and Offset Alliance.
3 Two-hour training module offered to all 5,000 employees and partners of PwC France and Maghreb.
4 The firm's main purchases are technology and services.