



GRI index

GENERAL DISCLOSURES**Organisational profile**

102-1: Name of the organisation	PwC Mainland China, Hong Kong SAR and Macau SAR work together on a collaborative basis, subject to local applicable laws.			
102-2: Activities, brands, products and services	Services			
102-3: Location of headquarters	Although no single location is considered an operational headquarter, our three largest centres in terms of workforce size are Beijing, Shanghai and Hong Kong.			
102-4: Location of operations	Office locations			
102-5: Ownership and legal form	PwC Mainland China, Hong Kong SAR and Macau SAR are made up of a number of separate legal entities, subsidiaries and joint ventures, all of which have been taken into consideration for this report. How we are structured Legal entities			
102-6: Markets served	Corporate information			
102-7: Scale of the organisation	Collectively, we have over 800 partners and more than 20,000 people in total. As a private partnership PwC China does not disclose total revenues. Revenue from our regulated audit practice PricewaterhouseCoopers Zhong Tian makes up a major portion of total revenue, and this revenue is disclosed by the CICPA, with PwC ranked as the number one firm in China. These revenues reached over RMB 6.1 billion in FY21.			
	A. Average total number of employees by employment contract (permanent and temporary), by gender for FY21			
102-8: Information on employees and other workers	Type of contract	Female	Male	Total
	Permanent	12,914	7,329	20,243
	Temporary	607	334	941
	Total	13,521	7,663	21,184

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B. Average total number of employees by employment contract (permanent and temporary), by region for FY21

Region	Permanent	Temporary	Total
Mainland China	15,663	780	16,443
Hong Kong SAR	4,505	158	4,663
Macau SAR	75	3	78
Total	20,243	941	21,184

C. Total number of employees by employment type (full-time and part-time), by gender for FY21

Type of employment	Female	Male	Total
Full-time	13,457	7,623	21,080
Part-time	64	40	104
Total	13,521	7,663	21,184

102-8: Information on employees and other workers

D. Whether a significant portion of the organisation's activities are performed by workers who are not employees.

Not applicable. The majority of work is completed by PwC employees.

E. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).

During October and January of FY21, a relatively high number of new joiners commenced employment with PwC to support our businesses in the upcoming peak seasons, most of whom are graduate hires. This yearly seasonal fluctuation in our workforce is due to extensive graduate recruitment programmes aimed at attracting the best and brightest young talent to PwC.

102-9: Supply chain

PwC is a professional services firm and does not source raw materials or manufacture products. Our supply chain consists of the goods and services we procure to operate our business such as leased office spaces, utilities, travel, IT and recruitment solutions and office equipment and supplies.

GENERAL DISCLOSURES**Organisational profile**

102-10: Significant changes to the organisation and its supply chain

Since our last FY19 report, PwC China has opened four new office locations in Guiyang, Haikou, Wuxi and Zhuhai. There have been no material changes to our supply chain.

102-11: Precautionary Principle or approach

We address the precautionary principle by systematically managing the risks associated with the operation of our own business, as well as understanding the unique risks and opportunities our clients may face in relation to sustainability issues, including environmental impacts. Our ESG services offer a broad range of assurance, tax and advisory solutions to assist our clients with their sustainability concerns. We also share our knowledge and research through timely and relevant thought leadership publications, which aim to increase the level of understanding of a particular issue, stimulate further conversation amongst business, government and industry, and provide a platform for relevant stakeholders to consider how these issues may be addressed.

102-12: External initiatives

PwC is committed to a number of non-binding, voluntary external economic, environmental and social initiatives in China including:

- China Action Group of the World Economic Forum International Business Council - Stakeholder Capitalism Metrics
- UN HeForShe
- UN Women's Empowerment Principles
- National Net Zero Action Alliance
- Global Carbon Removal Task Force
- Asian Venture Philanthropy Network
- Business Environment Council

Globally, PwC is committed to the following initiatives:

- Business Ambition 1.5
- Clean Skies for Tomorrow Coalition
- Glasgow Financial Alliance for Net Zero
- Global Reporting Initiative
- International Emissions Trading Association
- LEAF Coalition
- International Integrated Reporting Council
- Natural Capital Coalition
- Principles for Responsible Investment
- Race to Zero

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- RE100
- Science Based Targets initiative
- Taskforce on Climate-related Financial Disclosures
- UNICEF Generation Unlimited
- We Mean Business
- United Nations Development Program

Strategic associations and memberships held by PwC in China include:

- Chinese Institute of Certified Public Accountants
- Hong Kong Institute of Certified Public Accountants

Strategic international associations and memberships held by PwC include:

102-13: Membership of associations

- Asia-Pacific Economic Cooperation
- CDP
- UN Global Compact
- Sustainable Accounting Standards Board
- World Business Council for Sustainable Development
- World Economic Forum

Strategy102-14: Statement from senior decision-maker [Chairman's message](#)102-15: Key impacts, risks, and opportunities [Principles of governance](#)**Ethics and integrity**102-16: Values, principles, standards and norms of behaviour [Our purpose and values](#)
[Code of conduct](#)

GENERAL DISCLOSURES**Governance**

102-18: Governance structure [Principles of governance](#)

102-21: Consulting stakeholders on economic, environmental and social topics [Stakeholder engagement](#)

102-22: Composition of the highest governance body and its committees [Principles of governance](#)

102-26: Role of highest governance body in setting purpose, values and strategy [Principles of governance](#)

Stakeholder engagement

102-40: List of stakeholder groups [Stakeholder engagement](#)

102-41: Collective bargaining agreements
PwC employees are not covered by collective bargaining agreements in mainland China, Hong Kong SAR or Macau SAR. Although collective bargaining is increasing in general in these markets, collective contracts frequently ensure the employees receive appropriate payment and benefits, such as minimum legal labour standards. PwC employees on individual employment contracts enjoy conditions above minimum legal standards and wages commensurate with market rates.

102-42: Identifying and selecting stakeholders [Stakeholder engagement](#)

102-43: Approach to stakeholder engagement [Stakeholder engagement](#)

102-44: Key topics and concerns raised [Materiality assessment](#)

Reporting practices

102-45: Entities included in the consolidated financial statements
PwC China does not publish consolidated financial statements as this information is considered commercially and competitively sensitive. However, the following accurately describes the entities covered by this report.

- A. A list of legal entities within the global PwC network, including in mainland China, Hong Kong SAR and Macau SAR, can be viewed [here](#)
- B. Entities listed for mainland China, Hong Kong SAR and Macau SAR are covered by this report

GENERAL DISCLOSURES

Reporting practices

102-46: Defining report content and topic Boundaries	The content of this report has been defined by applying the four reporting principles of stakeholder inclusiveness, sustainability context, materiality and completeness. We do this by considering a range of inputs as part of our stakeholder engagement process, desktop research including relevant national and international policies, and continual dialogue with our people, clients, business forums, charity partners and other stakeholders. Material topics have been identified in our materiality assessment , and topic boundaries for each material topic are included in our management approach disclosures within this GRI Index.
102-47: List of material topics	Material topics
102-48: Restatements of information	There have been no restatements of information reported in previous reporting periods.
102-49: Changes in reporting	There have been no significant changes from the previous reporting periods in the Scope and Aspect Boundaries.
102-50: Reporting period	This report covers the FY21 period (1 July 2020 - 30 June 2021).
102-51: Date of most recent report	Our most recent previous full report was for the FY19 period (1 July 2018 - 30 June 2019), while a summary update was provided on our website for the FY20 period (1 July 2019 - 30 June 2020).
102-52: Reporting cycle	Every 2 years a full report is prepared, and every other year key highlights are updated on our website.
102-53: Contact point for questions regarding the report	Callum Douglas, Director, Corporate Sustainability +86 (10) 6533 5772 callum.douglas@cn.pwc.com
102-54: Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55: GRI content index	Reported in this GRI content index.
102-56: External assurance	PwC's FY21 Scope 1, Scope 2 and Scope 3 greenhouse gas emissions data has been assured to a reasonable level by Bureau Veritas. To review the results of this assurance, please refer to our assurance statement .

ECONOMIC STANDARDS**201 - Economic performance****Material topic - Economic performance**

103-1: Explanation of the material topic and its Boundary

Impacts resulting from the direct economic value generated by PwC and distributed to stakeholders, including operating expenditure, wages and benefits for employees and contractors, and payments to providers of capital, governments and suppliers.

PwC also contributes to indirect economic impacts through provision of services to clients, such as changing the productivity of organisations, sectors or a whole economy; development in areas of high-poverty; jobs supported in the value chain; expansion of operations in new and existing locations. The Boundary for this topic covers a broad range of stakeholders including PwC partners and employees, PwC's clients and suppliers, including their people and those in their value chains, government and broader society.

103-2: The management approach and its components

[Services](#)
[Our purpose and values](#)

103-3: Evaluation of the management approach

[Transparency report](#)

201-1: Direct economic value generated and distributed

Confidentiality constraints restrict reporting of our direct economic value generated and distributed. PwC China does not disclose total revenues. Revenue from our regulated audit practice PricewaterhouseCoopers Zhong Tian LLP is disclosed by the CICPA, with PwC ranked as the number one firm in China. This revenue reached over RMB 6.1 billion in FY21. Other disclosures including total revenue, operating costs, employee wages and benefits and payments to providers of capital are commercially and competitively sensitive, and have been omitted from our reporting.

205 - Anti-corruption**Material topic – Ethics and integrity**

103-1: Explanation of the material topic and its Boundary

We have comprehensive policies, guidance and procedures in place for the prevention of bribery and corruption. The boundary of this topic includes our people, our business, our clients and our wider community.

103-2: The management approach and its components

[Code of conduct](#)

103-3: Evaluation of the management approach

[Transparency report](#)

205-2: Communication and training about anti-corruption policies and procedures

[Principles of governance](#)

205-3: Confirmed incidents of corruption and actions taken

We undertake annual compliance testing to assess compliance with anti-corruption and anti bribery as well as other PwC Compliance Network Standards, local policies and guidance. There have been no confirmed incidents of corruption identified during FY21.

GRI disclosure	FY21 response and reference
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ENVIRONMENTAL STANDARDS	
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305 - Emissions	Material topic - Climate change
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103-1: Explanation of the material topic and its Boundary	Transforming to net zero
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103-2: The management approach and its components	Environmental stewardship Environmental Guiding Principles
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103-3: Evaluation of the management approach	Transforming to net zero
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ENVIRONMENTAL STANDARDS

305 - Emissions

Material topic - Climate change

		Scope 1
305-1: Direct (Scope 1) GHG emissions	Owned vehicles	43 tCO ₂ -e
	Total scope 1	43 tCO₂-e
	Scope 2	
305-2: Energy indirect (Scope 2) GHG emissions	Electricity (market based)	0 tCO ₂ -e
	Electricity (location based)	40,618 tCO ₂ -e
	Heat	7,606 tCO ₂ -e
	Total scope 2 (market based)	7,606 tCO₂-e
	Total scope 2 (location based)	48,224 tCO₂-e
		Scope 3
305-3: Other indirect (Scope 3) GHG emissions	Air travel	17,117 tCO ₂ -e
	Overnight accommodation	15,998 tCO ₂ -e
	Taxi travel	4,507 tCO ₂ -e
	Shuttle buses	138 tCO ₂ -e
	Train travel	561 tCO ₂ -e
	Transmission and distribution losses	406 tCO ₂ -e
	Purchased paper	1,990 tCO ₂ -e
	Total scope 3	40,717 tCO₂-e
		GHG emissions intensity
305-4: GHG emissions intensity	Total emissions per capita (market based)	2.3 tCO ₂ -e
	Total emissions per capita (location based)	4.2 tCO ₂ -e

SOCIAL STANDARDS**401 - Employment****Material topic - Talent attraction, retention and engagement**

103-1: Explanation of the material topic and its Boundary

Our talent management strategy involves attracting, inspiring, motivating, managing, developing and rewarding our people. The boundary of this topic encompasses our business and our people, but also impacts our ability to create value for our clients and the wider economy.

103-2: The management approach and its components

[Careers](#)

103-3: Evaluation of the management approach

[Being truly human-led](#)

401-1: New employee hires and employee turnover

[Being truly human-led](#)

SOCIAL STANDARDS

401 - Employment

Material topic - Talent attraction, retention and engagement

A. Outlined below is an overview of PwC's Benefits Package as it relates to full-time, temporary and part-time employees.

I. Life and accident insurance

Mainland China

Life and accidental death and disability insurance is offered to all staff including full-time employees and interns. For other types of workers, this is determined on a case by case basis.

Hong Kong SAR and Macau SAR

Life and personal accident insurance is offered to all full-time and part-time employees. For temporary employees this is determined on a case by case basis.

II. Health care

Mainland China

Medical insurance is offered to employees on labor contract and interns.

Health check-up and Influenza vaccination are offered to employees on labor contract. Maternity benefits are offered to female staff. For temporary employees this is determined on a case by case basis.

Hong Kong SAR and Macau SAR

Medical insurance, influenza vaccination and health check-ups are offered to all full-time and part-time employees, and maternity benefits are offered to female staff. For temporary employees this is determined on a case by case basis.

III. Disability and invalidity coverage

Mainland China

Coverage is offered to all Partners and Directors.

Hong Kong SAR and Macau SAR

401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees

SOCIAL STANDARDS

401 - Employment

Material topic - Talent attraction, retention and engagement

401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees

IV. Retirement provision

Mainland China

All staff are enrolled in a retirement scheme (statutory pension insurance), and as per Chinese law, part-time employees who work less than 24 hours a week are expected to make their own payments towards their retirement schemes.

Hong Kong SAR and Macau SAR

Except for exempt persons, all Hong Kong staff who work more than 60 continuous days with the firm are enrolled in a Mandatory Provident Fund. All full-time Macau staff are enrolled in a retirement scheme (Pension Fund) from the first complete month of work.

V. Stock ownership

Not applicable.

VI. Others

- Long service award
- Birthday leave

B. Significant location of operation is defined based on local employment laws and practices with regards to wages, which differ across these locations.

SOCIAL STANDARDS**403 - Occupational health and safety****Material topic - Employee well-being, safety and security**

103-1: Explanation of the material topic and its Boundary

The mental and physical well-being of our people, their ability to find an individual balance between personal and working time, and to access relevant support as and when needed. The boundary of this topic includes our employees and our business performance.

103-2: The management approach and its components

[Wellness reimagined](#)

103-3: Evaluation of the management approach

[Wellness reimagined](#)

A. In addition to disability, accident, medical and travel insurance which cover expenses for non-occupational medical / healthcare services, each of our staff and Partners are also entitled to an annual wellness budget (Flexi-Life Benefits) which covers wellness benefits outside of our group medical insurances, for all full-time and part-time employees.

Partners & staff can (1) use the curated packages directly via Flexi Life Benefits on Wellness Reimagined App or (2) they can choose any vendor of their choice, claiming the amount up to their annual entitlement balance through "Pay & Claim" on Wellness Reimagined App.

403-6: Promotion of worker health

Categories covered:

- Health Check
- Eye Examination
- Dental Services
- DNA Test
- Preventive Vaccinations
- COVID-19 Test
- Mammogram (For female partners only)
- Colonoscopy (For partners only)

403-9: Work related injuries

The safety and well being of our people is a top priority. Fortunately the nature of the work undertaken by PwC means that work place injuries are extremely rare. In FY21 one minor workplace injury was reported.

SOCIAL STANDARDS**404 - Training and education****Material topic – Skills for the future**

103-1: Explanation of the material topic and its Boundary

Technical and non-technical development initiatives for PwC people, through a combination of classroom learning, online courses, self-directed learning, external education and qualifications, coaching and mentoring, and on-the-job training. The boundary of this topic includes our employees and the wider employment marketplace.

103-2: The management approach and its components

[Workforce of the future](#)

103-3: Evaluation of the management approach

[Workforce of the future](#)

404-1: Average hours of training per year per employee

[Workforce of the future](#)

404-3: Percentage of employees receiving regular performance and career development reviews

All full-time employees receive regular performance and career development reviews through our comprehensive Performance, Coaching and Development framework.

405 - Diversity and equal opportunity**Topic - Diversity and inclusion**

103-1: Explanation of the material topic and its Boundary

Attracting and developing a diverse workforce, encouraging a respectful workplace that values differences, and engaging in thoughtful discussions externally to improve diversity and inclusion more broadly. The boundary of this topic encompasses our business but also impacts our ability to create value for our clients and the wider community.

103-2: The management approach and its components

[Diversity and inclusion](#)

103-3: Evaluation of the management approach

[Diversity and inclusion](#)

405-1: Diversity of governance bodies and employees

[Principles of governance](#)
[Being truly human-led](#)

SOCIAL STANDARDS**418 - Customer privacy****Material topic - Data privacy and security**

103-1: Explanation of the material topic and its Boundary

The privacy and security of personal and business data – for our clients, suppliers, employees, global operations and other business partners.

103-2: The management approach and its components

[Code of conduct](#)
[Third party code of conduct](#)

103-3: Evaluation of the management approach

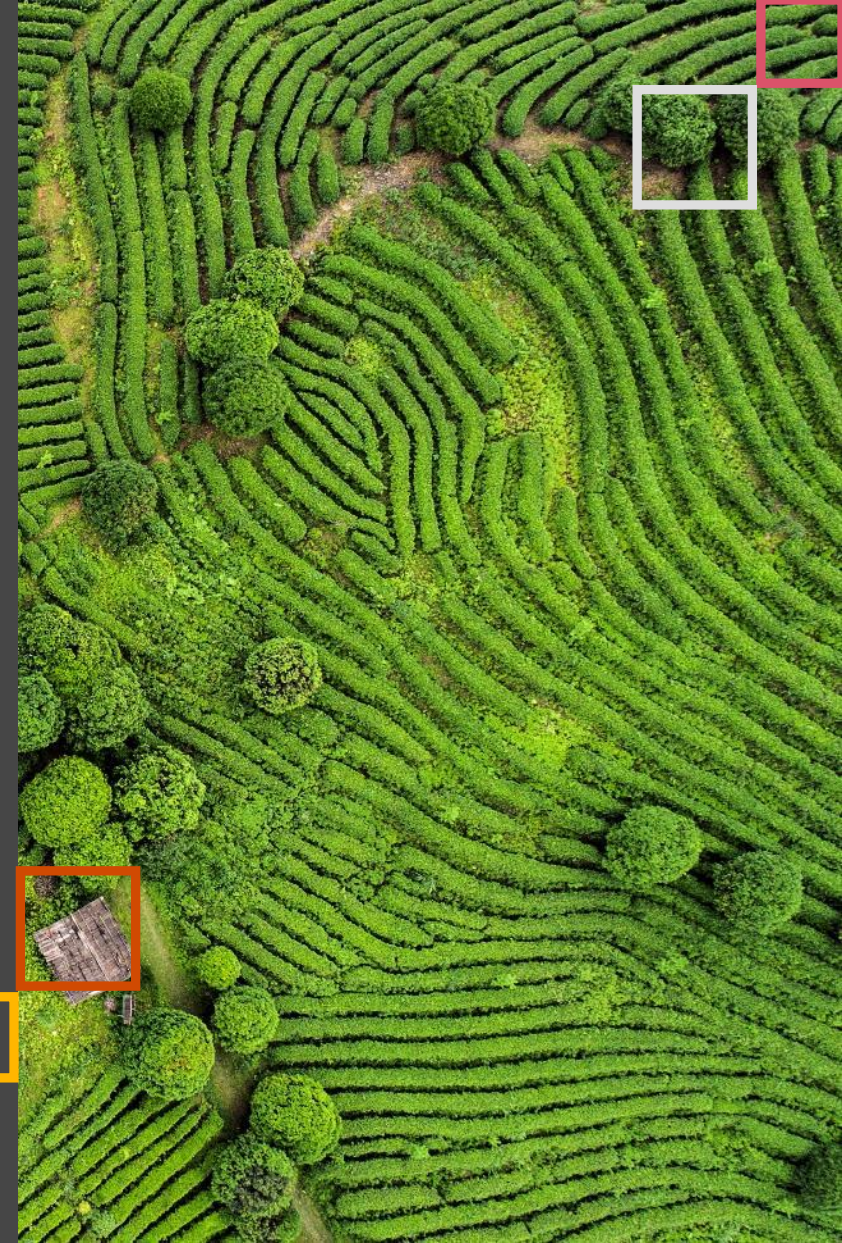
To address any data security incidents, we follow all appropriate legal requirements and internal procedures for disclosing these matters to affected parties and remediate circumstances that may have led to these situations arising. PwC does not report specific details of complaints for confidentiality reasons.

418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data

To the best of our knowledge, there have been no instances of substantiated complaints concerning breaches of customer privacy or losses of customer data during the reporting period.

The following definitions of Material Topics define the inclusions considered for each of the terms listed as the most material topics of concern for PwC China's stakeholders in FY21.

Climate change	Carbon and other greenhouse gas emissions and related pollution contributing to climate change, and all associated risks to people, planet and business - physical, transitional, regulatory and reputational, and the product, technology and policy responses to achieve national and international climate goals.
Data privacy and security	Legal and ethical responsibilities with regard to the privacy, security and protection of all forms of personal, business and financial data as it relates to our people, clients, our firm and other business partners, particularly concerns about the proliferation of data through technology.
Economic performance	Market and business success, secure employment, economic growth, profitability and cost efficiency.
Employee well-being, safety and security	The physical and mental health, safety and well-being of our people, and enabling effective work-life balance and flexible work options for all of our people.
Ethics and integrity	How values, principles, standards and norms are promoted and upheld in our operations, and with our clients, business partners and suppliers, including systematic approaches to risk, compliance, quality, anti-corruption and anti-money laundering.
Innovation and technology	Embracing disruptive and innovative new technologies for application across all sectors and for all stakeholders, with the aim of delivering value to society and the environment, in addition to commercial value for businesses and communities.
Skills for the future	Professional training, education, learning and development, including digital skills, entrepreneurial ability and business acumen, leadership and personal capacity building, access to leaders and mentors, and on-the-job experiential learning.
Talent attraction, retention and engagement	Attracting the right talent to meet our clients' needs, including creating clear paths for career advancement, mentoring, a friendly, creative and dynamic work culture and environment, cultivating a culture of respect for our people, leadership effectiveness, team interaction, ability to work on challenging projects, and appropriate compensation, rewards, benefits and recognition.



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