

COMMUNICATION ON PROGRESS (COP)

Period covered by our COP:

From 28th of May, 2020 to 27th of May 2021.

1. Statement of continued support by the Chief Executive Officer (Territory Senior Partner) of PricewaterhouseCoopers AS (PwC Norway)

I am pleased to confirm that PricewaterhouseCoopers AS (Norway) continues to support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication of progress, our first since becoming a Global Compact member in 2020, we express our intent and progress on implementing those principles. Going forward, our communication of progress will be included in PwC Norway's sustainability report, with the first communication planned for inclusion in the 2021 sustainability report, which will be published in the fall of 2021.

We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

Sincerely,

Leif Arne Jensen
Territory Senior Partner

2. Description of actions

Human rights and labor rights

PwC Norway has a principle of non-discrimination in recruitment and employee development. We work to attract the best employees, and all persons involved in recruitment activities receive thorough training in equal treatment and anti-discrimination.

Environment

Climate change is one of the most pressing problems facing our world today. It affects everyone - from families worrying about their children's futures, to pension funds deciding where to invest. So, it is in the interests of everyone that we see systemic change that averts climate catastrophe and unlocks the potential of green growth.

At PwC, we believe the business community has a key role to play in making that happen. And we're determined to play our part. That is why PwC Norway is part of PwC's worldwide science-based commitment to reach net zero greenhouse gas emissions by 2030.

In 2020, PwC Norway approved a new sustainability strategy for how we will work to improve outcomes on climate, environment and gender equality.

Anti-corruption

All employees of PwC Norway are required to complete the annual Ethics and Compliance training, which covers anti-corruption. As part of our risk and quality management, we also perform mandatory safeguards related to anti-corruption prior to accepting any client engagement.

3. Measurement of outcomes

Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.) Rate of occupational diseases, injuries, and absenteeism Percentage of recycled materials

In 2020, 100% of PwC Norway's employees completed the mandatory training in anti-corruption and anti-money laundering.

In 2020, PwC Norway received four reports related to the working environment.

In 2020, the share of women and men in PwC Norway was:

	Women	Men	Women's avg. salary as a % of company avg. salary, by level
All employees	45%	55%	94.9%
Management level 1	32%	68%	97.3%
Management level 2	49%	51%	99.3%
Non-managent positions	53%	47%	101.2%

PwC conducts an annual employee survey. In 2019, the survey shows an employee engagement score of 84%, compared to 78% in 2018. In 2019, sick leave was 2.79%.

tCO2e i 2019	Scope 1	Scope 2	Scope 3	tCO2e in 2018	Change 2018-2019
1 426.8	8.0	192*	1 226.8*	1 782.7	-20%

* Scope 2 emissions reflect energy use at all Norwegian offices, except Bodø, Egersund, Florø, Molde, Mosjøen, Måløy and Ulsteinvik; these offices are not Eco Lighthouse-certified, as they have four or less employees.

* Scope 3 emissions include business travel and accommodation, waste disposal.