Welcome to Deloitte Belgium’s first sustainability report, where we exhibit the impact of the work we do today alongside our future plans towards a more environment-friendly tomorrow.
Executive summary

This Executive Summary highlights our sustainability aspirations, our strategy to pursue these aims and the targets we have set out to achieve this.

In 2017, Deloitte Belgium embarked on its sustainability journey setting ambitious KPIs around three key impact areas: Mobility, Travel and Infrastructure. By addressing the areas of business that cause the highest CO2 emissions, we aim to achieve net-zero emissions by 2030. Furthermore, we are taking tangible steps to make meaningful change and realise our role as a sustainability pioneer.

To date, Deloitte Belgium has succeeded in cutting CO2 emissions by one third in a period of three years. The milestone achievement was the result of diverse initiatives in our impact areas, largely mobility. The drop in CO2 emissions even exceeds the targets we had set for ourselves of a 25% reduction in CO2 and 10% reduction in car use by 2021 (despite the fact that employee and company car numbers continue to rise). This strong start puts the organisation on a clear roadmap towards carbon neutrality in 2030. Programmes to achieve this goal include a 100% electric car fleet by 2030 and a 65% reduction in CO2 emissions per square metre in Deloitte’s buildings by 2030.

Deloitte Belgium CO2 emissions

-25% by 2021

-33%** in 2020

Net zero emissions by 2030

*Baseline 2017
**Results 2020 when simulating a normal behaviour during the Covid-19 months: -23%
Below we share how we are minimising our environmental burden in each of our three impact areas.

**Mobility**

*Reduce congestion and our footprint*

Since our fleet made up almost 70% of our carbon footprint, mobility was the biggest opportunity for reducing CO2 emissions. If Deloitte had 10% fewer cars on the road, it would have tremendous impact on traffic and congestion. In 2020, the organisation made a significant leap forward achieving a reduction of 30% reduction in CO2 emissions by company cars. Most impressively, we’ve reduced car mileage by 33%, more than three times our target. In 2023, we want to further reduce the car mileage by 50%.

Even when simulating normal behaviour during Covid-19 months, average employee mileage decreased from 24,116 km to 19,977 km (almost 6.9 million kilometres less), a 17.2% decrease compared to 2017. This led to a reduction of 274,000 litres in petrol consumption compared to last year, representing a 989-tonne CO2 reduction, equivalent to 38,000 trees.

Offer flexible, multimodal mobility packages to encourage biking and public transport.

Ever since Mobility@Deloitte was launched in June 2018, 51% of its employees have opted for a change towards more sustainable mobility. Currently, 51% of our people have a public transportation subscription. We aim to have the percentage of people using public transport on a regular base, rise to 60% in 2023 and 100% by 2030. As part of our sustainability considerations, we envision a 20% increase in kilometres by those who come to work by bike in 2023 and a 35% growth by 2030.

Our key sustainability achievements (benchmarked to 2017) include:

1. An overall reduction of CO2 emissions by 33% in three years (23% when simulating a normal behaviour during Covid-19 months).

2. Car mileage by Deloitte employees down by 33% (17.2% when simulating a normal behaviour during Covid-19 months).

3. Electric and hybrid cars make up 8.3%* of Deloitte’s car fleet, and we intend on having a fully electric fleet by 2030. As from 2026, every new ordered car will be an electric one.

4. 41% less air miles flown by Deloitte employees (31% when simulating a normal behaviour during Covid-19 months).

5. Printed paper use at Deloitte down by more than 80%.

*In August 2020, we added 100 MINI electrics to our fleet, increasing the number of EV/hybrid cars from 4,4% at the closure of the fiscal year 2020 to 8,3% today.
Offices
Move to more renewable real estate
Beyond greener mobility, Deloitte is investing in a low-carbon future on its way to becoming a greener firm. Downsizing from four buildings to one central location near Brussels Airport in 2017 means that the CO2 consumption of the new premises is 40% lower than the combined total. In the future, the firm aims to produce 40% by 2023 of its own renewable energy compared to its total consumption and 100% by 2030.

Travel
Travel less, rethink short-haul trips
Within our new travel policy, Deloitte has made a huge dent in its carbon footprint, far exceeding its target of a 25% reduction in air travel by 2021. So far, in 2020, the firm has achieved a reduction of kilometres per traveller of 41% (including lockdown) and 31% (simulating normal travel behaviour during Covid-19 months). Looking further into the future, our aim is to reduce the number of kilometres flown per traveller by 55% by 2023 and 60% by 2030, and to have 80% of all business trips to cities in neighbouring countries, within a 500km radius, made by train by 2023, and 100% by 2030.

Transition to a cleaner enterprise through waste reduction and green initiatives
Sustainability to Deloitte is more than just CO2 reduction or offsetting. Employing a digital-first mindset around all aspects of its business, Deloitte is taking steps to reduce its waste production. From 2017 to 2020, it has cut its printed paper consumption by an impressive 82%, far exceeding its FY21 target of 50%, and is well on its way to achieving its FY30 target of 95%.

Deloitte Belgium has obtained the EcoVadis “Gold” rating certification, which provides holistic sustainability ratings. In June 2018, Deloitte Belgium received the BREEAM “Very Good” certificate for its Gateway building. For each of its new buildings, it intends to reach a “Very Good” level by 2023 and we aim to keep this standard into 2030.
Dear readers,

Our impact on the world starts with each of us. What we do, how we do it and how we treat others. That’s why our shared values serve as the basis for the decisions we make and the actions we take. In everything we do, we desire to act ethically and with integrity, respecting people and caring for the planet. It is the right thing to do and it is how we make an impact that matters most for our people, clients and society.

We know that it is not possible to be a leader in today’s world without prioritising sustainability. As part of a global network, we have a responsibility and an opportunity to positively contribute to a more sustainable world. By leveraging our worldwide position, we are taking a pioneering and proactive stance to lead the way.

We are tackling the climate crisis head on. Our new WorldClimate strategy articulates Deloitte’s responsibility to make sure our own house is in order, to inspire our people to act and to engage our ecosystems and alliances in our cause. We will reduce our own footprint and grow our capabilities so we can deliver best-in-class solutions that help Deloitte clients do the same.

By truly understanding the challenge and the role we play, we are able to map priority issues, set the right objectives, and take real action. Each and every member of the Deloitte family is working to create real impact for our planet by making greener choices that drive meaningful, lasting change.

We took a look at ourselves and the current mobility situation in Belgium to address the areas where our business could greatly improve its environmental impact: mobility, travel, and infrastructure. With these key points in mind, we have embarked on a journey to completely overhaul our mobility habits and behaviours.

While the number of people we employ and the number of cars in our fleet have grown since 2017, we have managed to reduce our overall CO2 emissions by 23 percent, not taking into account the impact of COVID-19. If we factor in the impact of the lockdown, we have reduced our CO2 emissions by 33 percent. Most impressively, we have reduced our car mileage by 17 percent. If you include the corona impact, we are down by 33 percent.

In this report, you will read why we care about sustainability, what we are doing to work towards solutions, where we are now and where we want to go in the future.

We hope you enjoy reading it.

Piet Vandendriessche
CEO Deloitte Belgium
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Offices

With 12 offices situated across Belgium, all conveniently located near public transport, we’re offering our people flexible commuting options to reach the office closest to them. This cuts down on traffic and time spent on the road.

While many of our sustainability initiatives are focused on what’s going on at home in Belgium, our firm proudly supports the green ambitions of our North and South Europe network, as well as the Deloitte Global goals. Together, we represent over 150 countries combatting climate change head on.
**Headcount**

At our Belgian firm, we’re a workforce 4,500 strong. Globally, Deloitte employs over 330,000 professionals, all dedicated to advancing our environmental ambitions to ensure a greener tomorrow for everyone.
Strategy

To make real environmental change, you must look beyond what you’re doing in your own backyard. From the initiatives we’re leading in Belgium to our efforts in collaboration with Deloitte Global, our approach to ensuring a greener tomorrow for everyone is rooted in our broad worldview.
Sustainability on a global level
Connecting the needs of today with those of tomorrow

We truly believe that being sustainable means meeting the needs of the present without compromising the ability of future generations to meet theirs.
For our firm, sustainability means being part of the next generation of companies that operate from an environment-first mindset to improve ecosystems, rebuild communities and restore nature. The opportunity to create a more sustainable world is at our collective fingertips. We all are compelled to act.

WorldClimate

WorldClimate is a commitment to achieve net-zero emissions within Deloitte by 2030, green-up our own operations and extend our impact beyond the organisation.

We are doing our part to help the world achieve the goals of the Paris Agreement through a global climate strategy centred on changing behaviours within our organisation and among those we influence to take action. Acting in a regenerative way, the firm prioritises the environment by encouraging its people to make eco-friendly choices at work and home, and transitioning to a low-carbon economy.

Deloitte Belgium supports the WorldClimate strategy which revolves around economic, environmental and social themes.

The four pillars of Deloitte Global’s plan

1. **Reaching Net-Zero emissions by 2030** – Leveraging careful research and science-based recommendations to cut our carbon footprint and reach net-zero emissions within the next decade.

2. **Operating green** – Pioneering a path to tackle climate change, its actions must speak for themselves.

3. **Empowering individuals** – Engaging all 300,000+ of its people to make responsible choices and influence those around them to do the same.

4. **Engaging ecosystems** – Achieving change is easier when everyone works together. No single company can deal with today’s urgent issues alone. We invest heavily in collaborations with our alliances, industries, NGOs and clients to ensure our funds go towards transforming climate ecosystems.

Build a better world in 2030 and beyond

Our global firm is both inspired and guided by the 17 Sustainable Development Goals designed by the United Nations (SDGs) whose primary aim is to protect our planet, our home. By aligning our strategy and initiatives with relevant UN SDGs, Deloitte is part of the effort to advance our planet for all generations to come.
Deloitte Belgium
Our local impact

With the goal of reaching net-zero emissions, we took a closer look at ourselves to better understand our footprint.
Climate change is everyone’s business
Sustainability has long been high on the agenda of our Belgian firm. We want to take the leading role towards a greener Belgium, even if it is now an expected, standard operating procedure for companies.

"The first phase in mobilising Deloitte Belgium's vision focuses on two defined areas: reducing CO2 emissions and becoming a greener organisation.

In 2017, Deloitte Belgium set an ambitious target to cut 25% of the firm’s CO2 emissions by 2021. We recognise that real change takes time, and while we have made great strides across our firm, there is still more to do.

A phased approach
We are continuously, learning, adapting and re-evaluating our efforts to meet new targets for 2023 and 2030. This is a marathon, not a sprint. As long as we are moving forward, we know we are on the right track.

"After identifying our carbon footprint hotspots, the focus landed on three elements that could make the greatest short-term impact, namely mobility (fleet), travel and infrastructure (buildings).
Facet 1: Reducing CO2 emissions by 25% within our mobility, travel, and infrastructure

When designing our Mobility@Deloitte plan, we looked at the current mobility situation both in Belgium and at Deloitte specifically. We consulted with internal and external industry experts about the future of mobility and the legislation currently under consideration by national and EU governments.

Our firm operates at an international level, so situations can arise where our people may need to travel abroad for work-related purposes, which also has a detrimental impact on the planet.

With our people based all across the country, our firm has several office locations in Belgium to offer a dedicated space for meetings and the resources necessary for them to complete their work.

In a response to these unique factors, it was a logical choice to primarily focus on reducing the fleet’s emissions, limiting travel, and switching buildings to renewable energy.

- Piet Vandendriessche, CEO Deloitte Belgium
3 Impact Areas

We want to do better for the planet. But where do you start? For us, we looked in the mirror and identified four main areas that we could improve upon: Mobility, Travel, Infrastructure and Greening up our firm. In each section, we elaborate on how we're prioritising sustainability.
A fleet of opportunities

In our journey towards creating a greener commute, we considered several programmes and incentives to make it easier for our employees to transition to sustainable alternatives that suit their lifestyle and our planet.
Reduce congestion and our footprint

In Belgium, we are facing an urgent traffic crisis. Every year, workers spend a full week sitting in traffic jams. It is clear that we must act fast to improve mobility. To add to this, Belgium’s business environment has a significant environmental impact. As a tax incentive for companies, many businesses give their employees company cars in place of fiscal renumeration. Employees also benefit from this favourable tax scheme. As a result, many practitioners drive to work instead of using the country’s vast public transport network. Even when no concrete regulations were proposed, Deloitte took a pioneering stance in addressing our role to mitigate congestion on the roads.

"Our fleet made up almost 70% of our carbon footprint in 2017, making mobility the biggest opportunity for reducing CO2 emissions. Plus, it affects us all. Imagine the monumental impact it would have on traffic if Deloitte had 10% fewer cars on the road, but also if other Belgian companies made the same commitment?"

Reduce our company cars’ CO2 emissions

KPI - Reduce our greenhouse gas emissions produced by employees’ company cars by 25% by FY21 as per headcount (baseline FY17). Our future ambitions are to achieve zero CO2 emissions and move to a fully electric fleet by FY30.
Agile means of transportation

To meet our goal of reducing car use by 10%, our firm launched the Mobility@Deloitte programme in June 2018 to offer our people with multimodal options for their commute. This included alternatives to a conventional petrol vehicle such as electric cars, public transportation, cycling, shared cars and carpooling. Behind this our goal is to inspire our people to make more thoughtful choices by increasing the amount of versatile modes of transportation and encouraging more flexible work arrangements, like homeworking or working from one of our local offices.

The impact of COVID-19

Of course, the coronavirus has impacted the way we work and travel by placing a spotlight on the things that need to change. While the pandemic has restricted our movement, results have shown that our people consistently reduced their mileage in the months outside of the country-wide lockdown. While it is hard to predict what will happen post-pandemic, we will continuously track and further adjust our aims to reflect evolving conditions.

While the COVID-19 crisis may become better controlled with a vaccine, a solution addressing global warming is highly dependent upon our collective behavioural change.

- Piet Vandendriessche, CEO Deloitte Belgium
Steering principles

Five core principles steer the development of the Mobility@Deloitte programme:

- **Pioneering firm**
  We’re a pioneering firm that makes an impact.

- **Holistic approach**
  Take a holistic approach that invests in flexibility, in our fleet and time/place individual working.

- **Responsible behavior**
  Incentivise and encourage positive responsible mobility behavior.

- **Business reality**
  Recognise business reality, meet client demands, and make smart business decisions.

- **Everyone’s responsibility**
  Mobility solution are everyone’s responsibility and thus must be tailored to individual needs.

Inspired by these principles, we developed a truly pioneering, multimodal approach to mobility, with sustainability and flexibility in equal measure.
Simplify our offering

Cars remain an important part of mobility programme at Deloitte. Why? In short, they offer our people a reliable way to visit clients. Serving clients at close proximity is key to providing personal attention and maintaining close collaborations. We are evolving in the way that we think about cars, and how we utilise them to commute from one point to the next.

Previously, we offered our people 132 different car configurations to choose from, yet 90% of Deloitters chose the same 12 cars. We have streamlined that list to a dozen preferred options and review our car list and CO2 limitations every year. By streamlining our fleet and incorporating more eco-friendly options, we are offering our people greener choices that are better for the planet.

"We’re looking to embody the principle of 'less is more'. It may seem counterintuitive, but offering more choice makes decision-making more difficult."
Electrify our fleet

Empowering our people to power-up.

By 2021, electrical (EV) or plug-in hybrid electric (PHEV) cars will make up 5% of our fleet. Our future targets, dependent upon available market offerings, are to increase that number to 10% by 2023 and to 100% by 2030. As from 2026, every new ordered car will be an electric one. By investing in electric and hybrid cars (EV), and the infrastructure to support them, we now have a more environmentally-friendly fleet with better equipped options. And our efforts have attracted headlines; Deloitte Belgium was named “FLEET Mobility Manager of the Year 2019” by FLEET magazine. We are heading in the right direction towards curtailing emissions and will continue to adopt EVs and PHEVs and encourage our people to choose low-emission company cars.

Increase the number of electric or hybrid vehicles

KPI - Increase the number of electric or hybrid vehicles by 5% by FY21, 10% by FY23 and 100% by FY30 (baseline FY17).
Did you know...

In August 2020, Deloitte Belgium became the first company in the country to integrate the MINI Electric into its company car fleet with the purchase of 100 e-MINIs. This was a milestone moment and an important next step towards transitioning to a greener fleet.

Click [here](#) to read the full press release.

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**Invest in electric infrastructure**

While electric and hybrid cars are gaining traction, they're far from being adopted on a mass scale.

At this point in our sustainability journey, we are determining ways to make it easier for our people to transition from conventional petrol models to electric cars. This calls for an investment in the electrification of our fleet and the infrastructure to support them.

We have outfitted our Gateway facility with 179 e-charging spaces and offer 24 power source stations split over our regional offices to make it easy to charge cars throughout the workday. To make it simple and convenient for our people to charge their cars at home, we offer a smart cable that immediately calculates electricity consumption which is then reimbursed by the firm. Plus, we contribute financially to the installation of home wallboxes. Beyond this, we offer other advantages like unlimited mileage and the possibility to swap to a conventional car if there is a need to travel longer distances, to provide tempting greener alternatives.
Offer flexible mobility packages

Where we work and the way we get there is changing. Adapting to today’s business reality, our multimodal solutions provide our people the flexibility to choose whichever mode of transportation fits them best on any given day. Helping our workforce make the most sustainable choice is the key to a successful Mobility@Deloitte programme.

Employees pick the package that best suits their personal needs; and they can make a new selection every six months.

*eligible for co-workers whose rewards package includes the option for a company car or mobility allowance.
Incentivise public transport use

We live in a car-centric culture, despite trends that are evolving for the better. People routinely choose to drive even though other convenient and cost-effective alternatives exist.

Studies show that commuters who choose modes other than driving tend to have higher levels of productivity and job satisfaction. Experts believe this is because they spend less time stressed out behind the wheel in traffic.

To encourage public transit use, we have introduced a multi-layer commuter offer that includes free or subsidised transit passes on trains, subways, trams and buses. Plus, easy point-to-point access between offices and transit hubs with station parking are included. Our people can also request access to a Deloitte bike to take to and from the station.

KPI - By FY21, we want 50% of our people to have a public transportation subscription, and to have that percentage rise to 60% in FY23 and 100% by FY30.
Mobility package: employees opting for a non-traditional mobility package

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<th>Year</th>
<th>Traditional</th>
<th>Non-traditional</th>
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<td>FY30</td>
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KPI - Have 55% of employees opting for a non-traditional mobility package by FY21 and to have that percentage rise to 65% by FY23 and 80% by FY30.

Change behaviours

Behaviour changes begin when people start to see the benefits of change. Case in point, we give our people the choice to determine where they work and how they get there, and the flexibility to make choices that suit their lifestyle.

Through the compelling advantages of public transport and cycling, we empower our people to make environmentally-sound and responsible choices that both engage them in our firm’s sustainability journey while fulfilling their personal needs.
Drive down emissions

On 1 September 2019, we launched our “Responsible Mileage programme” to decrease traffic, cut congestion, and reduce the pollution caused by motor vehicle fuel combustion. Simply stated, this programme places a cap on the total annual mileage allotted for a company car, differentiating between professional and personal mileage.

The Responsible Mileage programme aims to reduce the mileage by 10% per car by FY21.

Did you know...

Over the past three years, our efforts have certainly paid off. We decreased our average employee mileage with 33% compared to 2017. Even when simulating normal driving behaviour during the COVID-19 months, there is a decrease of 17.2%, which means driving almost 6.9 million kilometers less. This led to a savings of 274,000 litres of petrol compared to last year, representing a 989-tonne CO2 reduction, equivalent to 38,000 trees.
**Steer smarter parking**

Parking contributes to traffic congestion in a major way and it is imperative that our country further rethink its parking strategy. How can parking enable sustainability? By aligning it with smart mobility options, facilitating parking at offices and train stations, and incentivising the use of alternative transport methods.

Starting 1 June 2019, we activated “Smart Parking” for all Deloitte employees. Within the Deloitte Get2Work App, our people can view their parking activity and, depending on their assigned parking days, receive notifications based on parking usage.

Part of our broader sustainability programme, we are empowering our people to explore alternate options together. For instance, colleagues can carpool when coming to work from the same area by using a dedicated carpooling app.
Boost (e-)biking

Car-oriented cities have a high cost on wellbeing and on the welfare of the planet. By contrast, cycling is proven to be good for the body and brain. The real benefit is no traffic jams and easy parking. Commuting by bike also helps society in a number of ways. It is less wear and tear on public roads, less pollution in the air, less traffic and congestion, less noisy, and allows for more parking spots.

As part of our sustainability goals, we envision a 20% increase in kilometres by those who come to the office by bike by 2023 and a 35% growth by 2030. That is why we encourage and incentivise our people to get in the saddle.
Increase our bike mileage

To start with, Mobility@Deloitte offers a bike allowance of €0.24 per kilometre. Those who do not own a bike can borrow one of our pool bikes for up to five days. We even assist our people with the purchase process of a bike. On top of this, we created an interactive platform for our eco-friendly colleagues to locate the best bike routes to and from the office, or find a biking buddy. Depending on the mobility package, they can choose paid station parking or a city bike.

Did you know...

Launching in early 2021, we will be adding more e-bikes to our Mobility@Deloitte offer, such as the e-Brompton and the e-Trek.
Travel
The best route forward

At Deloitte, we recognise the impact of our actions and are using this opportunity to proactively shape how we travel for business in the future.
Reduce our CO2 emissions within travel

-43% in FY20

-65% by FY23

-70% by FY30

KPI - Reduce the greenhouse gas emissions per headcount produced by employees’ travels by 25% by FY21, 65% by FY23 and 70% by FY30 (baseline FY17).

Companies are major contributors of global warming and corporate travel is responsible for a huge percentage of global greenhouse emissions. Before COVID-19, our firm was already rethinking our assumptions around corporate travel. During the pandemic, we were able to accelerate our steps towards a greener take on air and long-distance rail journeys.

Cut back on air travel

How often we fly matters. Burning jet fuel releases greenhouse gases such as carbon dioxide into the Earth’s atmosphere and oceans. These gases block heat from escaping, causing temperatures to rise.

While air travel is essential to servicing clients, it is also one of the largest sources of carbon emissions. That is why Deloitte Belgium has been very thoughtful about how to offset unavoidable air travel emissions and find new ways to do business while caring for the environment.
Travel less

By establishing Deloitte North and South Europe gradually over the past four years, we have reinforced our commitment in this region. This way, we can provide better services to our customers, offer our people more opportunities, have a deeper impact on society and exchange knowledge in a smarter way to service the client.

COVID-19, indeed, has had an impact on travel, but by integrating our offerings and services across countries in our network, we can also look at smarter ways to meet the needs of our clients. And we are well on our way to reaching our target of lowering our air mileage km per headcount by 25% by FY21. Looking further into the future, we aim to reduce the number of kilometres flown per traveler by 55% in 2023 and 60% by 2030.

Over the past three years, we decreased our average employee air mileage with 41% (baseline 2017). Simulating a normal behaviour during the COVID-19 months the decrease is -31%.

KPI - Looking further into the future, we aim to reduce the number of kilometres flown per traveller by 55% in FY23 and 60% by FY30.

Deloitte Belgium - Sustainability Report 2020
Rethink short haul trips

Becoming more aware of our carbon footprint is a good thing. It gives us a chance to set more worthwhile targets.

To meet the target of a 25% reduction in air travel by 2021, a new travel policy was established that encourages video and phone conferencing whenever possible.

During the pandemic, we have learned that air travel is not necessary to do business. It also motivated us to create more environmentally-conscious travel guidelines to support our mobility ambitions such as travelling by train not plane to neighbouring countries. Our targets for this decade are to have 80% of all business trips to cities in neighbouring countries, within a 500km radius, made by train by 2023 and 100% by 2030.
Infrastructure
A greener work environment

Beyond mobility, it is vital that we act sustainably in every aspect of our business.
Build sustainability

For decades, environmentalists have been warning us of the alarming changes in the global climate and the exhaustion of non-renewable energy resources. So, the question is how can we drive efficiencies in our buildings and our business?

As a customer-centric company, we have 12 offices spread across Belgium to be closer to our clients. The upside is that our network gives our people more flexibility and the opportunity to work from a Deloitte office near them. For all our buildings, it involves making green-minded choices, and locating offices more centrally and accessibly so it is closer to public transport.

Reduce CO2 emissions produced by our buildings

-44% FY20
-40% FY23
-65% FY30

KPI - Reduce the greenhouse gas emissions per square metre produced by our buildings by 25% by FY21 and -40% by FY23 and -65% by FY3 (baseline FY17).
Move to more renewable real estate

Consolidating our four Brussels-Diegem offices in 2017 to its current location next to Brussels airport, our Gateway building is a good example of us taking steps in the right direction towards a smaller environmental footprint.

"Downsizing from four buildings to one central location means that the CO2 consumption of the new premises is no less than 40% lower.

Being near the airport, the new building is ideally accessible via public transportation. There are direct train connections to Brussels, Leuven, Antwerp and Ghent, and several buses operate to and from the area every day.

Renew our energy

This moment is a defining opportunity for our firm to reimagine our business models and help shape a fossil-fuel-free future. Finding renewable energy solutions is at the heart of this. That is why we are considering approaches to replace existing pollution generation with zero-carbon generation. One of our current initiatives within infrastructure is the production of renewable energy.

"Deloitte aims to produce 40% of its own renewable energy compared to its total consumption by 2023 and 100% by 2030.

At Deloitte, many environment-first initiatives are well underway but our strategy is not static; our approach and agenda evolves to meet changing expectations. Not only is greener mobility and adopting renewable alternatives key to meeting our sustainability aims, it is part of our commitment to do the right thing and make a positive difference in daily lives.
Green our firm
Facet 2 of our sustainable path

In addition to the defined ambitions, we are working on eco-friendly initiatives focused around the following three areas: waste reduction, sustainable procurement, and green certifications.
Sustainability is more than just CO2 reduction or offsetting; we are striving to become a truly greener and cleaner firm. This intention requires the full commitment of all Deloitte to use energy and resources more efficiently and consider all the ways we can potentially reduce waste.

**Reduce waste**

Despite the fact that we are living in a digital age, paper consumption continues to grow. Our digital-first mindset is a business habit we want to maintain. We approach any new opportunity or challenge with the assumption that the solution should be as digital as possible. By doing so, we reduce our waste production and environmental footprint. Our firm has taken on several cleaner-energy initiatives revolving around single-use products such as centralising printing and replacing plastic bottles with reusable ones.

Since incorporating DocuSign technology into our business practices, our firm has leveraged this digital platform to facilitate e-signatures on more than 540,000 documents during our FY20 reporting period. That’s an increase of +1,170% compared to when we first launched this technology in FY17.
Practice green procurement

Embedding sustainability into our procurement processes means that we can be certain that we are working with partners, clients, and suppliers that uphold the same standards of environmental and social responsibility as we do and proactively seek solutions that meet these standards.

Deloitte Belgium has obtained the EcoVadis certification, which examines the sustainable procurement policies of companies. With a 'gold' rating and score of 64/100 in FY17, it is proof of our dedication to sustainable business conduct, assuring that we have the necessary framework, roadmap, and initiatives in place. We have maintained this 'gold ranking' (awarded in 2018) by achieving an overall increase by 9% with a current score of 70/100.

KPI – Maintain 'Gold' rating and achieve an EcoVadis score of 75/100 by FY23 and 85/100 by FY30.
Green guarantee

As we continue to integrate sustainable business practices into our company culture and services, we want to ensure we are adhering to robust sustainability standards and attain the ‘green’ certifications we need.

Credible certification systems like BREEAM Construction are raising the bar, demanding us to set high expectations of ourselves.

BREEAM Construction standards

For each of our new buildings, it is our intention to reach a ‘Very good’ level by 2023 and keep this standard into 2030.

Did you know...

In June 2018, Deloitte Belgium received the BREEAM “Very Good” certificate for the Gateway building.
An optimistic future

At Deloitte, we continue to contribute to a more sustainable world.

While we can’t predict what the world will look like in a few years, we can certainly do our part to make it more sustainable for us and future generations. As part of a new generation of responsible companies, we want to lead the way in alleviating significant global challenges caused by climate change.

By next year, our aim is to reduce CO2 emissions by 25% and offset the residual emissions using carbon credits by 50% for the remaining CO2 by 2023. More commitments will follow as we raise these targets even more on our journey to achieve net-zero emissions within Deloitte by 2030.

It is this type of transformation that will continue to be part of our pledge to embed sustainability into our overall purpose as we fully realise our role as a sustainability pioneer in the business world.

Now is the time to take a stand and make a profound impact. Operating our business within a more sustainable mode is the best way to help build a better and brighter world for our people, clients and society.

We hope you enjoyed reading our report.
Think before you print

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