



## Environmental Policy and Climate Commitments

Climate Change is not a choice.  
It's billions of them.

This is our strategy to drive responsible climate choices and positive change within our organization and beyond.

Every day at Deloitte, we look to make an impact that matters to our practitioners, our communities, and the clients that we serve. Our CSR strategy is based on four fundamental pillars: *WorldClass*, *Impact Every Day*, *DEI* and *WorldClimate*.

We recognize that one impact which affects all of our stakeholders is the one to our planet's ecosystems.

To do our part, Deloitte has launched *WorldClimate*, our strategy to drive responsible climate choices and positive

change within our organization and beyond. On the local level, we see these goals as an opportunity to continue improving ourselves and our services with even greater impact.

### 10 objective thematic programs drive our responsible climate choices:

- Car Fleet
- Electricity
- Travel
- Waste
- Office Efficiencies
- E-learning
- Supply Chain
- Volunteering & Pro-Bono activities
- Internal and external communication
- Real Estate



Looking for more information about  
*Deloitte WordClimate*?  
Read more on our website

### ISO Certificate 14001

Since 2008, selected offices in Central Europe are certified via ISO 14001.

We publicly present our compliance by maintaining and continually improving our environmental management system and undergo internal and external audits annually.

Currently all staff, management and subcontractors have been informed of and have joined the effort to protect the environment.

The following commitments illustrate what are our standpoints on environmental responsibility and climate action in the Czech Republic, Slovakia and Romania, in accordance with these environmental management systems.

### Embed sustainability

Deloitte recognizes that we must align our climate policies, practices, and actions across our organization, ensuring that it is an important element of everything we do.

- We have a designated position of the WorldImpact leader, dedicated to conveying the significance of the topic, and uniting the region and local offices in these shared goals.
- With implemented sustainability governance, climate stakeholders meet regularly to discuss climate change and execute actions to continuously move closer to reaching our 2030 goals.
- We embed climate-smart considerations into every aspect of our operations, from introducing circular economy principles to client projects.
- Along with fulfilling all applicable environmental legislation and reporting data on our emissions and actions taken, we communicate our steps both internally and externally, to ensure maximum transparency and accountability.
- Due to the nature of Deloitte's services, our operations do not create direct emissions from activities such as material extraction or manufacturing. Scope 1, 2 and 3 emissions are addressed in the following commitments to Net-zero.

### Net-zero with 2040 goals

Deloitte's near-term (2030) greenhouse gas (GHG) reduction goals have been validated by the Science Based Targets initiative (SBTi) as 1.5°C-aligned, science-based targets. Deloitte has also committed to set long-term emissions reduction targets using the SBTi's Net Zero Standard.

- We continue measuring our emissions and reducing our consumption. Our focus is conserving water, maintaining energy consumption at a reasonable minimum, keeping clean air, and limiting our waste production.
- We participate in projects focused on renewable energy sources.
- We encourage our employees in choosing sustainable modes of travel for work and personal reasons.
- We support eco-friendly business travel decisions, while promoting the use of online platforms whenever possible.
- We encourage our suppliers to make sustainable decarbonization choices, and select new suppliers based on their environmental practices.

### Empower individuals

By engaging and educating Deloitte professionals on climate change impacts—decisions about what they consume, use, and buy—we foster a sustainable mindset. This enables our people to make positive climate choices at home and at work and amplify these through their personal networks.

### Engage ecosystems

Deloitte strives to lead by example with a focus on collaborating with clients, alliance partners, NGOs, industry groups, suppliers, and others to:

- Increase demand for responsible products and services by providing a portfolio of services including ESG & Sustainability consulting and consultancy on environmental law.
- Remove roadblocks that get in the way of enacting change.
- Create innovative climate solutions at a systems and operations level, utilizing latest technologies and digital practices to stimulate the green economy.
- Mitigate negative impact on nature and biodiversity with a specific focus on Czech Republic, Slovakia and Romania.
- Encourage our employees to take part through volunteering and pro-bono activities, with the support of strategic partners.

We recognize that change starts within. Deloitte is committed to taking measurable, decisive action on climate change, empowering Deloitte professionals and engaging the broader ecosystem to create solutions that facilitate the transition to a regenerative economy.

***The opportunity to create a more sustainable world is at our collective fingertips, and we must all ask ourselves, "What climate action will I take today?"***

#### Version 3.0, November 2024. Approved by: Pavel Frnoch, Alexandru Macareno and Olga Tříšková

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms, and their related entities (collectively, the "Deloitte organization"). DTTL (also referred to as "Deloitte Global") and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and related entity is liable only for its own acts and omissions, and not those of each other. DTTL does not provide services to clients. Please see [www.deloitte.com/about](http://www.deloitte.com/about) to learn more.