Deloitte.

We're transforming our operations

Three years of WorldClimate

Deloitte North and South Europe (NSE) brings together more than 75,000 people from 30 countries. World *Climate* is our transformation to become a sustainable firm, with science-led targets for reducing our carbon footprint. This requires holistic thought and action, so we're making sustainability central to how we work. We're not there yet but three years in, we're proud to share our journey so far.

We're empowering our people

"Climate change is arguably the biggest challenge businesses face, and as well as supporting clients to make changes, it's key we prioritise sustainability within our own firm."

Smruti Naik-Jones, Chief Sustainability Officer, Deloitte NSE

We have much more to do on our transformation journey. Find out about our plan to help create a better future.

Setting carbon reduction targets Working with suppliers to deliver more Offer 100% electric car scheme We set ambitious short-term sustainable product and services All fleet to be electric or hybrid vehicles SBTi approved carbon reduction 67% of our global suppliers by emissions, 42% targets for 2030. will have science based targets 20% Setting ourselves up for success World Climate teams built with 50+ Created a sustainable colleagues a cross NSE and gained delivery framework to Executive Sponsorship and buy-in Launched reduce travel sustainable 2022 **Appointed Climate** catering and Steering Committee, events guides **Set up Climate** reporting into the Champions **NSE Executive** network of 500+ people Launched personal carbon We co-published Purchased 100% green electricity footprint calculator tool insights with ecosystem 100% renewable energy for **Launched Real Estate** and challenges our buildings partners on Green Skills toolkit to flag net zero risks and Ocean Financing Started to run regular awareness campaigns, like Earth Month Appointed first NSE Chief **Sustainability Officer** Conducted a materiality Mandatory climate assessment on nature impacts learning for 75000+ people We became a global alliance member of The across our sites and supply chain

Earthshot Prize, supporting 7 Finalists to date from

6 countries with pro bono to amplify their impact

We're building partnerships



We're changing how we do business

We are challenging old ways of workings o that, together with our clients, we put sustainability at the heart of how we do business.

That's why we've introduced our <u>Sustainable Delivery Clause</u>.

Reduce business travel emissions by 50% per FTE

64%

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Our <u>World Climate</u> transformation is powered by the variety of initiatives driven in the geographies with the potential to scale across NSE. We are proud to share some of these initiatives below.





In **Finland**, we're offering a tax-free bike benefit to support sustainable commuting and wellbeing. Our people can use this for commuting to work as well as for leisure.



We conducted an energy a udit to reduce energy consumption in our **Danish** offices. By encouraging people to change behaviours such as reducing oven usage in the canteen, we brought down energy consumption by 12%.



To help our suppliers set science-based net-zero targets, we provided our largest suppliers in **Norway** with a digital course in sustainability.



In the **UK**, we moved our 1bn pound pension to a more sustainable fund, giving our people the opportunity to help finance the net zero transition.



In **Belgium**, our car list only contains electric vehicles. All remaining diesel & petrol cars are gradually replaced by an electric vehicle when the lease expires.



Across **Ireland**, a I most 200 members joined personal carbon footprint calculator, Giki Zero. So far, this has led to a reduction of 51,715 kg in carbon emissions, 55,0235 litres of water saved, 17,915 m2 less land needed, 6,459 items of single use plastic saved, and counting!



In the **Netherlands**, we're extending the life of our IT hardware, such as phones and laptops, from 3 to 4 years and we've switched to using refurbished iPhones by default to extend the use of existing products.



During the **Swiss** Sustainability Week, 200+ people participated in climate workshops, clothes and book swaps and consumed the vegan food that was promoted in the canteens.



In **Italy**, we launched a digital pollution campaign to make our people aware of the environmental impact of technology and how to use it in a more sustainable way.



We're partnering with non-profit organisations in **Greece** to support remote islands through environmental, health and cultural issues, and transform them into sustainable destinations.



Our survey a cross colleagues in the **Middle East** revealed that more than 80% of our people feel empowered to make responsible climate choices within our organisation and beyond.



We moved into the first BREEAM Outstanding building in Finland, achieved an 80% gas-free footprint in Netherlands, and received a MIPIM a ward for our new Deloitte University opening in France. To further embeds ustainability, we have trained over 280 staff across NSE on Better Buildings – our internal sustainable real estate framework.