



Three years of WorldClimate

Deloitte North and South Europe (NSE) brings together more than 75,000 people from 30 countries. WorldClimate 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.

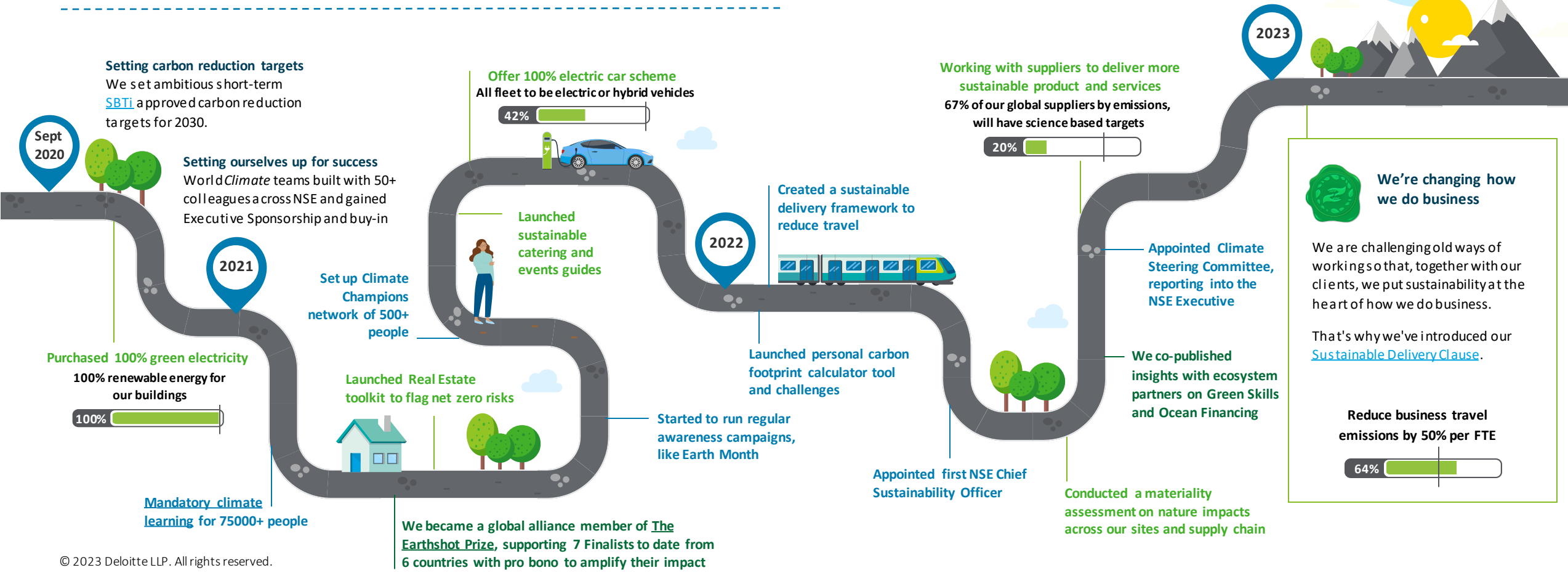
"Climate change is arguably the biggest challenge businesses face, and as well as supporting clients to make changes, it's key we prioritise sustainability within our own firm."

Smruti Naik-Jones, Chief Sustainability Officer, Deloitte NSE

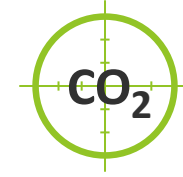


We have much more to do on our transformation journey. Find out about [our plan](#) to help create a better future.

We're transforming our operations We're empowering our people We're building partnerships



Our **WorldClimate** 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 audit 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**, almost 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 across 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 award for our new Deloitte University opening in France. To further embed sustainability, we have trained over 280 staff a cross NSE on Better Buildings – our internal sustainable real estate framework.