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LOCATIONS

Approximately 100 office locations
throughout the United States

GREEN PROGRAM CONTACT

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What types of green programs has your company implemented?

- Energy conservation
- Green facilities
- Eco-friendly packaging
- Waste reduction programs
- Promoting green workplace when discussing job opportunities with prospective candidates
- Discussing eco-friendly products and facilities at career centers, workshops, etc.
- Emphasizing eco-friendly business practices on company website
- Educational seminars during company hours
- ***Reducing our carbon footprint:*** During 2009 we have established our carbon baseline and determined our performance for the past fiscal year. Deloitte has a comprehensive program of office greening and encourages greening at home as well.

Who is accountable for helping your company meet its green-related goals?

- Corporate Sustainability Department
- Corporate Sustainability Team Lead
- Environmental Team (comprised of employees)
- ***Other:*** Everyone at Deloitte is responsible. We have a Corporate Responsibility Officer, a CR national team, Green Champions and green teams in virtually all offices, and many volunteers.

How have you responded to growing consumer demand for green/eco-friendly products and services?

As a professional services firm, our “product” is generally counsel and advice rather than a “hard product” that is produced and consumed. Whenever possible we purchase, use and dispose of products in a manner that is friendly to the environment. Our relationships and operations with our suppliers reflect our sustainability values.

How does the company communicate its environmental goals to its employees and its stakeholders?

- Company-wide newsletter
- Email memos
- Workshops
- Company intranet
- *Other:* We use all communication elements as appropriate to the target audience (both general and specific). The broadest use is DeloitteNet (our electronic newsletter). We believe that how we execute should align with sustainability values and, therefore, lean toward online/electronic communication. Our intranet sites and e-rooms are robust.

What mechanisms does the company have to allow employees to innovate or provide feedback about ways in which the company can meet its goals?

- “Write to us” section on intranet
- Open-door policy with executives
- *Other:* In addition to all the areas checked, we have a Green Leadership Council comprised of senior members representing all the regions at Deloitte. Our goal is to have strong feedback in both directions. Further, we empower green leadership at the grassroots level.

How does your business model promote sustainable practices?

- Consciously prefer to do business with suppliers or third party vendors that have green practices in place
- *Other:* Our objective is to embed and integrate greening considerations into all that we do.

Please share any measurable results detailing the effectiveness of your green initiatives.

Our Office Greening Toolkits have 50 projects covering core elements of greening within the office and within the community. Further we have just completed our carbon baseline and performance analysis. Highlights will be reported in the annual corporate responsibility report in the fall.

What initiatives has the company encouraged its employees to participate in that help to limit carbon emissions on an operating basis?

- Recycling electronics
- Green cleaning products
- Recycling paper
- Using alternative energy sources
- Donating surplus supplies
- *Other:* Our people are encouraged to take the “How green is your footprint?” surveys to measure their impact both at home and in the office, and learn ways to be more environmentally responsible. We have increased our use of videoconferencing in support of reducing the amount of traveling our people do, and we are working with our travel suppliers to influence greener travel and hotel options.

Do you have any goals with a short-term timetable in place to ensure measurable progress?

We seek to measure everything we do. Since our official sustainability launch in January 2008, our focus has been to generate internal awareness and engagement. For example, more than 27,500 colleagues have taken the office footprint survey and nearly 10,000 the more-recent home footprint survey thus far. Another example is the 50/50 Club which includes offices where at least 50 percent of their people have completed the survey and at least 50 percent of the office greening projects are complete.

Does your firm have a measurable 1/5/10-year plan regarding the implementation of sustainable practices?

Now that we have determined our baseline and performance, we will establish targets for the future. Further, specific areas of sustainability will have their own targets such as LEED certification for the buildings we occupy.

Please list any awards or recognition your environmental program(s) have received.

- October 2008: International bronze award for overall web/intranet communication conducted by the League of American Communication Professionals
- Named by the Boston College Center for Corporate Responsibility and the Reputation Institute as one of the top 50 U.S. companies on the 2008 Corporate Social Responsibility Index (CSRI)
- February 2009: Best CSR Employee Relations program (co-winner) by *PR News*
- March 2009: Worldwide first runner up for best first time corporate responsibility report by CorporateRegister.com
- June 2009: PRSA Bronze Anvil Award of Commendation for internal web/intranet site

Please provide your sustainability mission statement if you have one.

Our board-approved corporate responsibility policy is as follows: “As a leading professional services organization, the Deloitte U.S. firms have much to contribute to the political, economic, and social structures in our communities and throughout the world. As such, we will promote human dignity and ethical behavior, advance learning and culture, and advocate the sustainable use of natural resources and the environment. We will demonstrate this through:

- Investments in our people
- The advice and services we provide to our clients
- The way we run our internal operations
- Commitment to our communities.”

Please provide any additional relevant information on your firm’s environmental goals and programs.

We would note that our fast-growing enterprise sustainability group provides clients with sustainability counsel.