



Social responsibility overview

Practices rooted in deep values and a consistent commitment to our people

At Crowe, our values have sustained our success, guiding our business decisions, our brand promise, and our [social responsibility practices](#). That's never been truer than it was in 2020.

The COVID-19 pandemic forced many businesses to reconsider various aspects of their business and operating models, as well as their priorities. While we have been a leader in areas such as virtual work, we made a variety of quick shifts to not only survive, but thrive. The renewed emphasis on racial injustice, sparked by the murder of George Floyd and countless others, also led us to refocus and accelerate our efforts on diversity, equity, and inclusion. No matter what comes our way, we're grounded in our commitment to take care of our people, our clients, and the communities in which we live and work.

“Clients and employees alike are demanding more from companies – and they should. Whether it's policies that benefit the well-being of our people, our clients, or our communities, we have a responsibility to act on, not just talk about, our values. We're on a journey in many of these areas, and we are committed to continual improvement and meaningful change.

– Julie Wood, Chief People Officer at Crowe



Our social responsibility pillars

Engaged workforce

We take care of the people who take care of our clients – because then, our business will take care of itself. Our sustainable business practices include:

- Flexibility in where and how our people work
- A commitment to diversity, equity, and inclusion
- Encouragement and tools for deep learning
- A focus on total well-being

Trust and transparency

Living our values through exceptional client service is the reason we've built such trusted relationships. These are a few ways we demonstrate ethics and professionalism:

- Every employee signs our values code
- Our annual audit quality report showcases our commitment to integrity
- Leadership and succession planning develops our talent pipeline
- Numerous policies and practices address anti-corruption and customer privacy concerns

Environmental stewardship

We are establishing environmentally conscientious practices and decision-making in every element of our business to minimize negative environmental impact, including:

- Increasing our recycling efforts
- Serving our clients remotely
- Using our Green Team to brainstorm and implement ideas

Strong communities

We believe in building value with value by supporting causes our employees care about and strengthening the communities in which we do business. We encourage volunteerism by making it part of the Crowe experience:

- Our employees can volunteer during the work day
- Our people met a firmwide challenge to achieve 100K volunteer hours
- We offer both in-person and virtual volunteering opportunities

Learn more at: crowe.com/socialresponsibility

By the numbers:

1 of 1,600+
companies

Fighting racial inequities through CEO Action for Diversity & Inclusion

>90%

Employee participation in our well-being portal, which offers rewards and discounts

254,630

Total CPE training hours completed by employees

100%

Governance body and employee completion of anti-corruption training

100%

Employee completion of our annual information security training

26 Partners' average years of experience*
years

* Includes audit and national office partners

87% Senior management retention*

* Average retention of audit and national office professionals

Saved through recycling

Electricity

>1.2M
kilowatt-hours

Water

>2.1M
gallons

Oil

>115K
gallons

Crowe 100K 2020 Community Service Challenge

109K Volunteer hours logged

\$2.8M Value of volunteer time*

* Based on information from Independent Sector

\$1.5M
Charitable giving

All data comes from Crowe 2020 social responsibility initiatives

The information in this document is not – and is not intended to be – audit, tax, accounting, advisory, risk, performance, consulting, business, financial, investment, legal, or other professional advice. Some firm services may not be available to attest clients. The information is general in nature, based on existing authorities, and is subject to change. The information is not a substitute for professional advice or services, and you should consult a qualified professional adviser before taking any action based on the information. Crowe is not responsible for any loss incurred by any person who relies on the information discussed in this document. Visit www.crowe.com/disclosure for more information about Crowe LLP, its subsidiaries, and Crowe Global. © 2021 Crowe LLP. CSE2100-003A