



# Inclusion & Diversity

## Calendar 24/25

### **Creating an inclusive culture by celebrating our differences**

At PwC, we want to contribute to solving important problems. We do this by bringing together people with many different backgrounds and cultures in unexpected combinations. And combining their different perspectives, ingenuity, and passion with the latest technology. By connecting even more with one another, with our clients, and with our stakeholders, we can together build trust and deliver sustained outcomes for a new tomorrow. It is crucial that we ensure an inclusive environment where all talents are rewarded and different ideas are valued. This calendar reminds us to celebrate the power of diversity every day and, most importantly, to be considerate of (holi)days that are important to others. Every year we highlight a different selection of days to have a good alternation and representation of different diversity aspects.

For more information about our inclusion & diversity strategy, please go to our website [www.pwc.nl/diversiteit](http://www.pwc.nl/diversiteit)

August

September

October

November

December

January

February

March

April

May

June

July

**Be yourself. Be different.**



T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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## 19 August | Raksha Bandhan

Raksha Bandhan is a popular, traditionally Hindu, annual rite, or ceremony, which is central to a festival of the same name, celebrated in parts of the Indian subcontinent, and among people around the world influenced by culture from the Indian subcontinent. On this day, sisters of all ages tie a talisman, or amulet, called the rakhi, around the wrists of their brothers, symbolically protecting them, receiving a gift in return, and traditionally investing the brothers with a share of the responsibility of their potential care.





## 18 September | International Equal Pay Day

International Equal Pay Day, celebrated on 18 September, represents the longstanding efforts towards the achievement of equal pay for work of equal value. It further builds on the United Nations’ commitment to human rights and against all forms of discrimination, including discrimination against women and girls.

In 2020 we committed ourselves to the external and independent certification process on gender conducted by the Swiss Equal Salary Foundation. The EQUAL-SALARY certification allows organisations to verify and communicate that they pay women and men fairly. Internally we analyse our salary data for both gender and cultural background. Both analyses show that we pay equally.





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### 31 October - 1 November | Diwali

Diwali (or Deepavali, the “festival of lights”) is an ancient Hindu festival celebrated in autumn (northern hemisphere) or spring (southern hemisphere) every year. Arguably the most important festival in Hinduism. The festival spiritually signifies the victory of light over darkness or good over evil, knowledge over ignorance, and hope over despair. Its celebration includes millions of lights shining on housetops, outside doors and windows, around temples and other buildings in the communities and countries where it is observed. The festival preparations and rituals typically extend over a five-day period, but the main festival night of Diwali coincides with the darkest, new moon night of the Hindu Lunisolar month Kartika.





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25 November | Srefidensi Dey

Suriname celebrates Srefidensi Dey (or Republic Day) on November 25, remembering the same date in 1975 when Suriname was granted full independence from the Netherlands. There are yearly celebrations of independence held at the Paramaribo Presidential Palace, a grand colonial era building fronted by the Independence Square. The Palace is open during the day for visitors, and the president addresses Suriname with a speech. Police officers and soldiers parade in front of the palace, and the parades are followed by the presidential reception, open to guests. Throughout the country, flags are raised and there are celebrations with food and drinks.



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## 25 December - 2 January | Hanukkah

The first day of Hanukkah marks the start of Hanukkah, also known as Chanukah or Festival of Lights. Hanukkah is an eight-day Jewish observance that remembers the Jewish people’s struggle for religious freedom. Jewish families celebrate this holiday by lighting a special Hanukkah menorah, a candelabrum with holders for 8 candles, one for each day of celebration. One candle is lit on the first night, two on the second, three on the third, through the eighth night when all candles are lit.





## 4 January | World Braille Day

World Braille Day is an international day on 4 January and celebrates awareness of the importance of braille as a means of communication in the full realization of the human rights for blind and visually impaired people. The date for the event was chosen by the United Nations General Assembly via a proclamation in November 2018, and marks the birthday of Louis Braille, creator of this writing system. The first World Braille Day was celebrated on January 4, 2019.





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## Black History Month

Black History Month is an annually observed commemorative month originating in the United States, where it is also known as African-American History Month. It began as a way of remembering important people and events in the history of the African diaspora, initially lasting a week before becoming a month-long observation since 1970. It is celebrated in February in the United States and Canada, where it has received official recognition from governments, but more recently has also been celebrated in Ireland and the United Kingdom where it is observed in October.

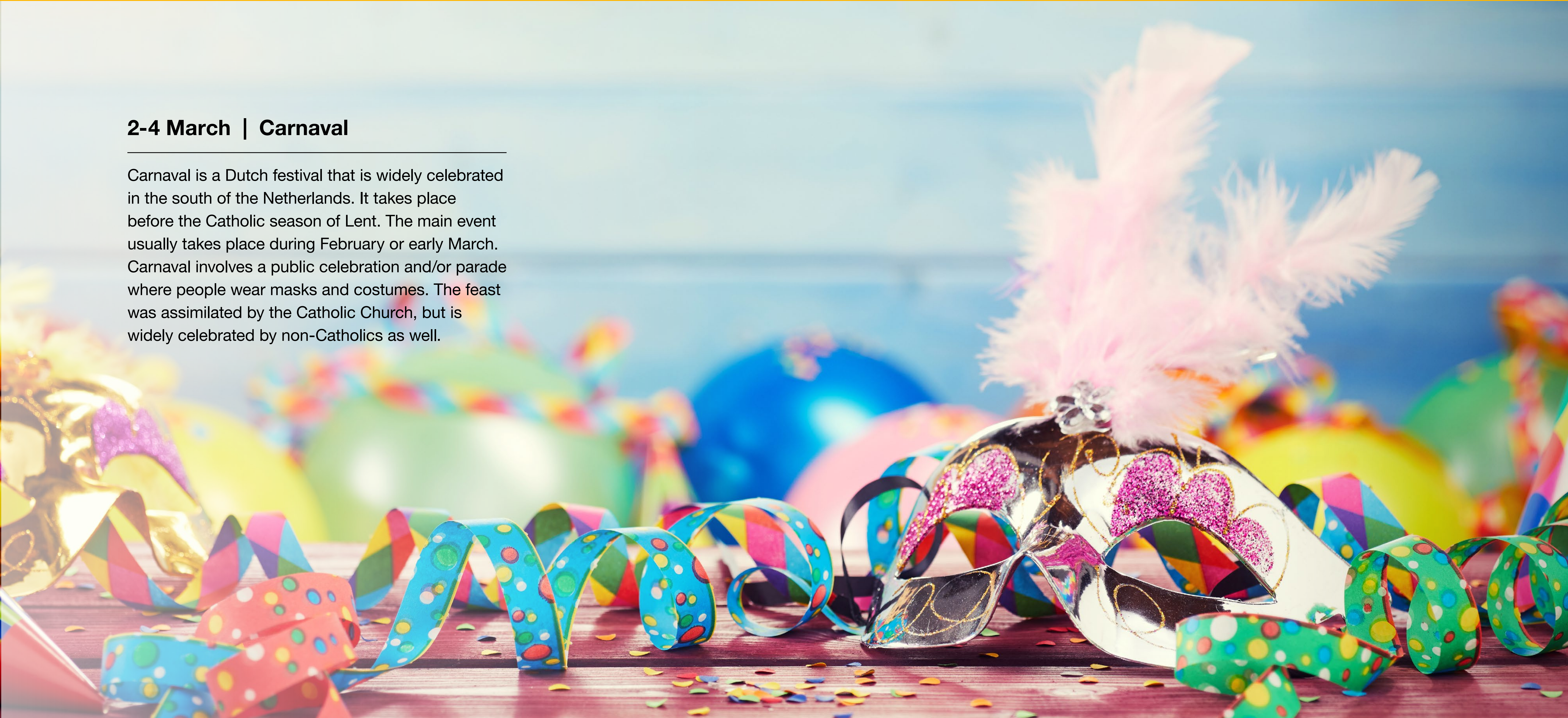




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## 2-4 March | Carnaval

Carnaval is a Dutch festival that is widely celebrated in the south of the Netherlands. It takes place before the Catholic season of Lent. The main event usually takes place during February or early March. Carnaval involves a public celebration and/or parade where people wear masks and costumes. The feast was assimilated by the Catholic Church, but is widely celebrated by non-Catholics as well.





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### 4 April | Qingming Festival

The QingmingFestival, also known as Tomb-Sweeping Day, is a traditional Chinese festival on the first day of the fifth solar term of the traditional Chinese lunisolar calendar. It is celebrated widely throughout South East Asia, where families visit the tombs of their ancestors to clean the gravesites, pray to their ancestors and make ritual offerings. Offerings would typically include traditional food dishes and the burning of joss sticks and joss paper. The holiday recognizes the traditional reverence of one’s ancestors.

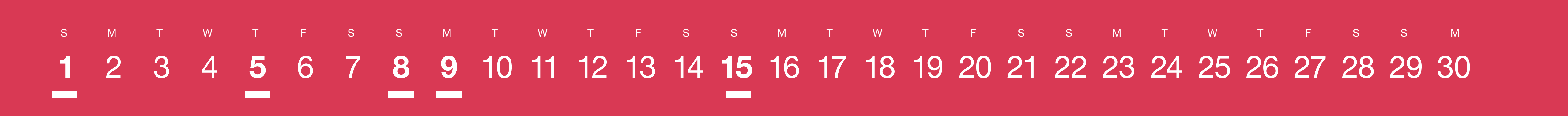


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## 5 May | Bevrijdingsdag

Bevrijdingsdag - Liberation Day in English - marks the celebration of freedom and the end of the Second World War for the Netherlands. There are various festivals and celebrations on Bevrijdingsdag each year, but it is an official public holiday only once every 5 years. Events include Liberation Festivals (Bevrijdingsfestival) in many cities, which showcases the talents of Dutch and international musicians.





## Pride Month

Pride Month is a month dedicated to celebration and commemoration of lesbian, gay, bisexual, transgender, queer, intersex and more (LGBTQI+) pride. Pride Month began after the Stonewall riots, a series of gay liberation protests in 1969, and has since spread outside of the United States. Modern-day Pride Month both honors the movement for LGBTQIA+ rights and celebrates LGBTQI+ culture.





## 1 July | Keti Koti

Surinamese/Netherlands Antilles annual holiday celebrating the abolition of slavery. Slavery was abolished by the Netherlands in July 1863 which finally emancipated the Surinamese people from slavery in the Netherlands Antilles (formerly Dutch West Indies) and in Suriname. However, enslaved people in Surinam would not be fully free until 1873, after a mandatory 10-year transition period during which time they were required to work on the plantations for minimal pay. As for the festival, Keti Koti, meaning ‘Broken Chains’ in Sranantongo (Surinamese language), is a free celebration of liberty, equality and solidarity.

