

Deloitte.



**Making an impact
that matters**

Deloitte British Virgin Islands:
Corporate Responsibility &
Sustainability (CR&S) FY20 Report

December 2020

At Deloitte, we're driven by our clear purpose... to make an impact that matters to our clients, our people, and our communities.



Contents

08



14



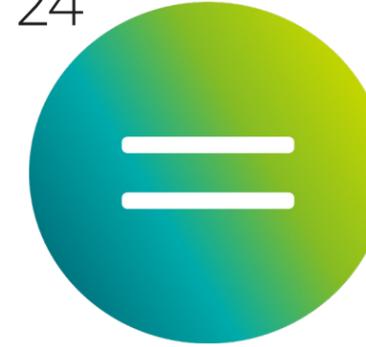
15



16



24



32



A legacy of connection and collaboration

As we continue to recognise our 175-year global milestone, D175 truly reflects the core of Deloitte's legacy within the Caribbean and Bermuda region. Our global history, is an enduring story that began in 1845 by an individual who wanted to build something to stand the test of time; someone who understood the power of connection, as a way to grow.



04

About Deloitte BVI

We believe that we're only as good as the good we do.

16

Sustainability

Reaching net zero is a crucial step in the fight against climate change.

08

Respond. Recover. Thrive

Working towards creating a better normal during COVID-19

22

Roadmap to a brighter future

Taking action today to ensure the next generation has the opportunities, skills, and aspirations to become the leaders of tomorrow.

14

WorldClass

50 million futures prepared for a world of opportunity.

24

Diversity & Inclusion

We take seriously our responsibility to listen, learn and lead the change we wish to see in the world.

15

WorldClimate

Climate change is not a choice. It's billions of them.

32

Making an impact that matters

We are driven by a purpose to make an impact that matters - for our clients, our people and our communities.

Message from the CEO

"Deloitte shares a collective desire to give something back to society which we do through living our purpose: to make an impact that matters for our people, our clients, our communities, and our planet – this is core to who we are as Deloitte."



John Johnston

Partner, Deloitte British Virgin Islands
Chief Executive Officer,
Caribbean and Bermuda region

Deloitte shares a collective desire to give something back to society which we do through living our purpose: to make an impact that matters for our people, our clients, our communities, and our planet – this is core to who we are as Deloitte.

We began this new decade celebrating Deloitte's 175 year milestone of making an impact that matters. Shortly after, we were faced with the Covid-19 pandemic, creating unprecedented challenges world-wide, particularly for the most vulnerable in society. We are proud of our people for supporting each other, for staying close to clients to help them navigate this uncharted territory, and for engaging with our communities to support those on the front lines and those most in need.

As a global organization, Deloitte has donated to the World Health Organization's COVID-19 Solidarity Response Fund, which is working to understand the virus, recommend care, and accelerate treatment. We are also providing additional support to our WorldClass Skills Based initiative to help the nearly 800 million children who are now out of school. These stories are not just inspiring; they are a testament to how each of us can make an impact every day.

Fiscal year 2020 brought a new set of obstacles and opportunities for charitable giving. Our people at Deloitte British Virgin Islands and across the globe stepped up to respond to the overwhelming need for help. In total, the Bermuda and BVI office gave a combined donation of \$67,100 towards supporting Covid-19 community relief efforts.

Charitable donations and sponsorships for FY2020 totaled \$14,504 for our BVI office and a combined value of \$35,255 worth of staff volunteering and pro-bono time was spent supporting a number of local charities and organizations. In the midst of this pandemic, we have not forgotten our commitment to the climate and the environment. We recognize that climate change starts from within and is not one choice, but billions of them. Our commitment is to achieve net-zero greenhouse gas emissions by 2030 for our own operations, ahead of the 2050 timeframe set by the Paris Agreement through our WorldClimate initiative. We will connect with others, empowering our professionals and engaging our broader ecosystem to create solutions that facilitate the transition to a low carbon economy. The opportunity to create a more sustainable world is at our collective fingertips.

Our ambitions to deliver on our purpose will not be easy, whether they involve the environment, diversity, Covid-19 relief, or the many other areas in which we engage with our stakeholders. However, it is on us to do what is right, not what is easy. Deloitte BVI is committed to keeping a focus on the constants: our people, clients, our communities and our planet. We will continue to take care of each other and lead the way—because that is what Deloitte has always done. That is the Deloitte way.



A story that matters

We believe that we're only as good as the good we do.

About Deloitte

All the facts and figures that talk to our size and diversity and years of history, as notable and important as they may be, are secondary to the truest measure of Deloitte: the impact we make in the world.

So, when people ask, "What's different about Deloitte?" the answer resides in the many specific examples where we have helped Deloitte member firm clients, our people, and sections of society to achieve remarkable goals, solve complex problems or make meaningful progress. Deeper still, it's in the beliefs, behaviors and fundamental sense of purpose that underpin all that we do.

With over 150 years of hard work and commitment to making a real difference, our organization has grown in scale and diversity—approximately 330,000 people in 153 countries and territories, providing audit, tax, legal, financial advisory, risk advisory, and consulting services—yet our shared culture remains the same.

For us, good isn't good enough. We aim to be the best at all that we do—to help clients realize their ambitions; to make a positive difference in society; and to maximize the success of our people. This drive fuels the commitment and humanity that run deep through our every action.

That's what makes us truly different at Deloitte. Not how big we are, where we are, nor what services we offer. What really defines us is our drive to make an impact that matters in the world.



Leadership demographic



3 Female partners/directors
2 Male partners/directors

Deloitte BVI people FY20:



Leadership team

Meet our Deloitte BVI partners & directors



John Johnston,
Chief Executive Officer



Ryan Jarvis
Financial Advisory



Aurelie Legangneux
Tax



Carlene Romney,
Audit & Assurance



Natasha Ruscheinski
Chief Financial Officer

Respond. Recover. Thrive

Working towards creating a better normal during COVID-19

The COVID-19 pandemic is disrupting the world as never before so business strategies must flex as never before to respond, recover, and thrive in the current environment.

The pandemic has amplified the need for employers to actively invest in their people, support communities, uplift citizens and tackle society's most complex challenges. It's shown just how connected people are around the globe and how quickly business leaders can respond in a crisis—lessons that can guide the development of a better future.

In 2020, resilient leadership has been tested in the extreme, and the challenges continue. In October, [Deloitte and Fortune surveyed more than 125 CEOs](#) in the global Fortune CEO community who revealed that their four greatest challenges during this difficult year have been maintaining employee well-being, sustaining innovation, addressing declining revenues, and engaging customers.

The journey involves an ever-accelerating pace of change. Achieving a better normal is not just about having a better map; it's about having the nimble team, resources, and systems that enable us to thrive before, during, and after change

(especially adversity). It's about having a resilient organization. And resilience is not a destination; it is a way of being. A "resilient organization" is not one that is simply able to return to where it left off before the crisis. Rather, the truly resilient organization is one that has transformed, having built the attitudes, beliefs, agility, and structures into its DNA that enable it to not just recover to where it was, but vault forward—quickly.

Resilient leaders know that responding to disruption with agility is about more than survival. It's about uncovering value. Discontinuities create obstacles, but also open new paths for discoveries and value creation. Market structures, business models, ecosystem relationships, and customer needs are dramatically reshaped.

When organizations, people, institutions, and society collectively thrive, the outcome is a resilient world. It is intentional—not accidental—and we can shape the future by building resilient organizations.





Deloitte BVI supports families and students in need during COVID-19

Deloitte BVI has donated \$5,000 to the Family Support Network and 15 laptops to the Ministry of Education and Culture as part of the firm's COVID-19 response efforts.

The Family Support Network (FSN) is a volunteer non-profit organization that supports families in distress. FSN has been instrumental in supporting persons who have been financially impacted by COVID-19.

As a result of the increasing unemployment rates created by the crisis, FSN services are in high demand and an urgent campaign was launched by the organization. On July 3, 2020, Deloitte BVI donated \$5,000 in cash to support the FSN account at Road Town Wholesale to purchase food for families in need.

Additionally, Deloitte BVI has donated 15 laptops to the Ministry of Education and Culture to assist local students who do not have access to a device needed for remote learning while schools are closed due to the COVID-19 pandemic.

Dr. The Hon. Natalio D. Wheatley, Minister for Education, Culture, Youth Affairs, Fisheries and Agriculture, comments, "On behalf of the Ministry of Education, I would like to thank Deloitte for their generous contribution of 15 Lenovo laptops. These devices will be extremely useful in this Covid-19 environment. As we all know, schools were shut down as a precautionary measure against COVID-19, and as a result, schools shifted to online learning. As we approach the end of the academic school year, we are currently preparing for the new academic school year where students will be exposed to online and face to face instruction. These devices will allow some of the many students who still need devices to be able to participate in this blended learning experience. Again, we express our sincere gratitude to Deloitte for their commitment to the education system as we make this transition. We look forward to a continued partnership as we strengthen the preparation of our students to cope with a changing global landscape and make a meaningful contribution to society".

"Globally, Deloitte has donated US\$12.5 million towards COVID-19 relief efforts. We are happy to contribute locally here in the BVI and to contribute to two very important groups in our society: families and children. Deloitte BVI will continue to look at areas where we can assist the Government's efforts to 'reboot and reawaken' the BVI's economy."

Carlene Romney
Partner & Chair of the
Corporate Responsibility & Sustainability
(CR&S) Committee



WorldClass & WorldClimate





WorldClass - 50 million futures prepared for a world of opportunity

Through our WorldClass ambition, we seek to reduce social inequality and support disadvantaged communities by providing job skills, improving educational outcomes, and increasing access to opportunities.

Work and business are changing rapidly, and people are struggling to keep up. By 2030, half of the young people in the world will lack the skills needed for future jobs. In communities around the globe, access to quality education and job opportunities is not equal. Globally, millions have been left behind, unable to fulfil their aspirations and potential. They lack the education, skills, and training needed. This is causing widening inequality, declining productivity, and rising social tensions.

WorldClass is Deloitte's global ambition to empower 50 million people to succeed in today's rapidly changing global economy.

We are committing our most valued asset—our more than 330,000 professionals in firms around the globe—to creating opportunities for those left behind. By collaborating with businesses, government, and educators, together we can transform learning and enable individuals to access the skills they really need to meet future job demands.

Through WorldClass we will prepare 50 million futures for a world of opportunity. We will make an impact that matters.



WorldClimate Climate change is not a choice. It's billions of them.

Net-zero carbon emissions by 2030



Actions needed:

- 1 **Significantly reduce Deloitte's greenhouse gas travel emissions**
- 2 **Source 100% renewable energy for Deloitte facilities by 2030**
- 3 **Switch fleets to 100% electric vehicles**
- 4 **Engage Deloitte's supply chain to set science-based carbon reduction targets**
- 5 **Invest in meaningful carbon offset projects to compensate for remaining emissions**

Mitigating the impacts of climate change is a monumental task. Yet, we know progress is possible if we act collectively. It is vital that we all (business and society) take urgent and immediate action. To do our part to help the world achieve the goals of the Paris Agreement, Deloitte has launched WorldClimate, our enhanced strategy to drive responsible climate choices within our organization and beyond. Our climate strategy is centered on changing behaviors within our organization and among those we influence to take climate action. There are four pillars to our WorldClimate program: • Net-zero by 2030 • Operating green • Empowering individuals • Engaging ecosystems

We believe a globally coordinated response is possible across civil society, businesses and governments. Preparation is crucial. This will be particularly true as the harsher effects of climate change come into focus such as rising water levels, longer droughts, and extreme heat and weather stress traditional supply chains. The outcome of climate change is not pre-ordained. We still have the opportunity to influence the trajectory through collective action.

The future of our people, planet, and profession depend on the business community acting on the climate crisis – now. We have the responsibility to lead on the defining crisis of this century.

Deloitte has an opportunity to not only help protect the planet for future generations, but also to lead the journey on a fundamentally different path forward—one that addresses the long-term health and resilience of planet Earth, its people and its economies.

Deloitte's carbon-reduction goals set in FY2019 included an 11% reduction in business travel by FY2025.

In the latter half of FY2020, the COVID-19 pandemic resulted in the cessation of business travel for Deloitte professionals and for many Deloitte clients.

This unexpected forced grounding has opened up new examinations of how Deloitte does business while continuing to serve clients effectively.

As the world emerges from the pandemic, Deloitte commits to our WorldClimate agenda... to achieve net zero emissions by 2030.

We are rethinking some of the traditional ways in which it operates, particularly business travel.

Deloitte leaders anticipate continuing to serve clients effectively and grow the business, while also reducing travel below pre-pandemic levels.



Measuring our impact

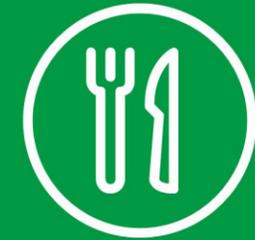
Deloitte BVI affirms its commitment to reducing our carbon footprint where possible, and works towards sustainability goals.

Deloitte is committed to making a positive contribution to local communities. As a global organization whose business activities have an impact on the environment, Deloitte also has an important role to play in environmental stewardship.

Through pro bono and skills-based volunteering, strategic relationships with non-profits, charitable giving and IMPACT Day initiatives, our professionals demonstrate their passion for making a positive impact in the community. We promote the highest levels of ethical behavior, advance education and culture, and advocate sustainable use of natural resources and respect for the environment.

We have implemented our Sustainable practices and No plastics policy and our Supplier Code of Conduct. Our expectation is that Deloitte Suppliers support Deloitte's commitment to doing not only what is good for business, but also what is good for Deloitte people, and the communities in which they live and work.

We are proud to announce that our sustainability initiatives to date have achieved the following:



Use of plastic cutlery reduced by 90%



Approximately 20–25% reduction in kwh usage



Estimated 20% reduction in electricity usage



All lighting replaced with LED fixtures



Carlene Romney
Partner | CR&S Chair
Deloitte BVI

Message from the Corporate Responsibility & Sustainability (CR&S) Partner

At Deloitte, we remain committed to taking care of each other and leading the way for our people, our clients and our local communities. Deloitte's Purpose, to make an impact that matters, compels us to contribute to the communities where we live and work.

This past year, that impact totaled US\$265 million globally (including more than 1.5 million hours of volunteer and pro bono work), and progress continued against our commitment to impact 50 million lives by 2030 through our global WorldClass program.

In the British Virgin Islands, we sponsored various charitable initiatives including the Bonecrusher Swim event which supports urgent medical cases in the BVI, primarily where it involves children and where there is a need for assistance with medical and other logistical costs. We've assisted many other charitable organizations that not only support the lives of individuals but also the lives of animals.

It is no secret that our beautiful islands were ravaged by two powerful super storms in 2017, and although many have recovered, some are still recovering. Education is dear to our Deloitte WorldClass mantra and during the year, when the BVI office was moving to a new location, we made a lasting impact to

the community by donating much needed furniture, equipment and supplies valued at over \$10,000 to various schools still recovering from the storms.

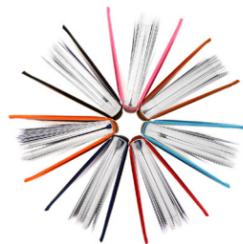
Our pro-bono engagement hours consisted of deploying teams and leveraging our service capabilities to help address organizations' most pressing issues. "Pro bono services" represents what we, at Deloitte BVI, have delivered to not-for-profit organizations free of charge or at a significantly reduced rate.

I am proud of the work our Deloitte BVI staff have accomplished over the past year, in spite of the pandemic. As we continue to look towards the future, we recognize that there is much more still to be done. Deloitte BVI will continue and strive to help create a better normal for our people, for our clients and for our community.



Our roadmap to a brighter future

The future of BVI as an inclusive and prosperous nation requires us to take action today to ensure the next generation has the opportunities, skills, and aspirations to become the leaders of tomorrow. For us, action starts with our corporate responsibility strategy, through which we aspire to create lasting value across four pillars:



Education

We are focused on providing opportunities for ambitious individuals and disadvantaged groups to grow and thrive in whatever career they choose. By collaborating with businesses, government, and educators, we can transform learning and enable individuals to access the skills to meet future job demands; helping the talent of tomorrow raise their aspirations and overcome barriers to education and employment.



Environment

Sustainability is embedded into our operations across the firm—to us, it's part of what it means to contribute to a sustainable future for all. This includes understanding, measuring, and mitigating our impact on the environment. Our efforts focus on where we work, how we travel, what we buy and how we buy it, and how we dispose of what we use.



Children

Young people are our future, and today's youth are facing challenges and upheavals that threaten their ability to progress and potentially succeed in the future. Working in innovative ways with government, non-profit organizations, and civil society, we are designing and delivering solutions that contribute to a sustainable and prosperous future for all.



Senior Citizens

We have broadened our societal focus by expanding our initiatives to support the well-being of senior citizens. Today's economic challenges leave some elderly disadvantaged, and struggling to meet daily subsistence and medical expenses. Deloitte respects human dignity and therefore reinforces its commitment to work with NGOs and other organizations that can provide much-needed assistance.

This report highlights the corporate responsibility activities Deloitte BVI undertook in each of these areas during the 2020 fiscal year (FY20) - the period from June 1 2019, to May 31 2020.

Deloitte BVI FY20 pro-bono, non-profit and community project statistics



16
Participants



US\$60,259
Market Value

Individual Volunteer Program (IVP)

Making an impact, one person at a time

The Individual Volunteer Program (IVP) captures additional volunteer time across the Bermuda and Caribbean Countries (CBC) given to individuals to volunteer on specific Corporate Responsibility & Sustainability (CRS) projects.

Employees are allowed 16 hours per fiscal year, during regular working hours (not weekends), to devote to a charitable project that is of importance to them. Individual volunteer organized projects are separate to any Firm/Local office driven or sponsored program or time given to professional associations in representation of Deloitte.



Diversity & Inclusion

At Deloitte, we want everyone to feel they can be themselves and to thrive at work—in every country, in everything we do, every day. This can only be achieved by providing a workplace culture characterized by inclusive everyday behaviors and built on a foundation of respect and appreciation for diversity in all its forms. We are focused on providing everyone with equal opportunities to grow, develop and succeed in an environment where we hold each other accountable at all times.

Deloitte stands against systemic bias, racism and unequal treatment. We take seriously our responsibility to listen, learn and lead the change we wish to see in the world.

Providing an inclusive culture for all Deloitte people is a long-term commitment. Deloitte is dedicated to supporting and empowering all of its practitioners and professionals to achieve their full potential, and to delivering Deloitte's Purpose to make an impact that matters, each and every day.



Firm wide sponsorship

Year in review

Connecting with our local communities to make an impact that matters is one of the key pillars in our Deloitte purpose. Despite the unexpected cancellation of some physical events this year, our commitment to making a positive contribution remains as strong as ever.

\$35,255

Pro Bono & Volunteering

\$10,500

In-kind Donations

* Value of used office furniture and supplies donated to primary and secondary schools, air condition unit to PAW

\$14,504

Sponsorships & Miscellaneous Donations

FY20 donations provided by Deloitte BVI



Contributing towards increasing Alzheimer's awareness

Accelerating representation of women and encouraging everyone to be their truest selves, both professional and personally

On Thursday 17th October 2019, the Deloitte BVI office pegged another stone to its community contributions, this time by supporting the Virgin Islands Alzheimer's Association in their quest to spread and bring awareness to the brain disease known as Alzheimer's.

World Alzheimer's Day was celebrated on Saturday 21st September around the world and in the BVI the association hosted a remember me walk on Friday 20th September 2019, to paint the town in their signature colours of purple or red under the campaign "See the Person and not the Disease."

The association solicited the support of the community through their t-shirt sale drive to mark support for the day and planned event.

The arrangement with their chosen shirt supplier allowed the association to receive \$2.00 from the sale of each shirt sold as its fundraising method of earning money to help the organization support persons affected by the disease. In lieu of purchasing shirts for staff, the Deloitte BVI office opted to forego this and donate the shirt costs directly to the association.

On behalf of Deloitte, a cheque was presented by Derecia to the association's founding director Ms. Edna Williams and President Mr. Ryan Geluk. Now! that was a greater impact that matters for the cause.



IMPACT Day



Deloitte staff making an impact across BVI

At Deloitte, our purpose—Making an impact that matters— guides everything we do, from hiring and learning and development to who we want to be for our customers and the communities in which we live and work. IMPACT Day is Deloitte’s annual celebration of our commitment to community investment in BVI.

Impact Day is a proud Deloitte tradition, - one which Deloitte Trinidad has observed for a number of years. Staff members set aside their work for the day to contribute towards this initiative, once again, reaffirming our year-round commitment to community investment.

This Impact Day, our people focused on contributing towards the Old Government House Museum Restoration Project.

The Old Government House Museum (OGHM) is an important place in the history and culture of the people of the British Virgin Islands.

Built in 1880 and then again in 1926 following a 1924 hurricane, the OGHM was once the official residence of each presiding Commissioner, President, Administrator or Governor assigned by Her Majesty Queen Elizabeth II for many decades. The House also hosted royal visits of Elizabeth the Queen’s mother, Queen Elizabeth II, Princess Alice, Princess Margaret, Princess Alexandra, Prince Phillip the Duke of Edinburgh and Prince Andrew.

As the house deteriorated over the years the building was closed as a residence in 1996. Thereafter, it was decided to demolish the building, but by much local objection on the importance of the building, a further decision was made late 1999 to rehabilitate the old house and transform it into a museum. The structural repairs and a complete interior transformation was primarily done by volunteers, and by late 2002 the museum came to life and was opened to the public.

Prior to September 2017, the OGHM was known to exhibit official royal clothing, records, furniture and other artefacts that display the story of the Governor’s residence. The museum suffered extensive damage by the 2017 hurricanes. Following the hurricanes, the OGHM has raised funds through hosting fundraising events, functions and community donations to help with Phase One of the restoration repairs. Phase one repairs will allow for the restoration of the rooms on the ground floor that includes the dining room, front room and exhibition room which housed historic records.

Members of our Financial Advisory Team partnered other members of the Recovery & Insolvency Specialist Association to volunteer their time and hands to assist with the Phase One repairs. The crew was tasked to assist with stripping loose old paint off the interior & exterior walls, woodwork & metalwork on the ground floor in preparation for skilled contractors to continue with the repairs.





Mahoe Bay Beach, Virgin Gorda, British Virgin Islands

Conclusion

This past year has been uniquely challenging and as our firm, people and community emerge, we are committed to building a better normal. In this report, we have reflected on our stories of impact and the initiatives achieved by our corporate giving strategy and are proud to see how Deloitte BVI helps to shape a brighter future.

We look forward to expanding opportunities at Deloitte in 2021 – both within our organization and throughout our communities to make an impact that matters.

Contacts



Carlene Romney
Partner | CR&S Chair
cromney@deloitte.com



Derecia Scatliffe-Thomas
Manager | CR&S Co-Chair
dscatliffe-thomas@deloitte.com

Deloitte.

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms, and their related entities (collectively, the “Deloitte organization”). DTTL (also referred to as “Deloitte Global”) and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and related entity is liable only for its own acts and omissions, and not those of each other. DTTL does not provide services to clients. Please see www.deloitte.com/about to learn more. Deloitte Ltd. is an affiliate of DCB Holding Ltd., a member firm of Deloitte Touche Tohmatsu Limited.

Deloitte is a leading global provider of audit and assurance, consulting, financial advisory, risk advisory, tax and related services. Our global network of member firms and related entities in more than 150 countries and territories (collectively, the “Deloitte organization”) serves four out of five Fortune Global 500® companies. Learn how Deloitte’s approximately 330,000 people make an impact that matters at www.deloitte.com.

Deloitte has a strong presence in the Caribbean and Bermuda marketplace, with more than 500 professionals dedicated to bringing their talents to bear on our clients’ unique issues. Deloitte Caribbean and Bermuda serves the English-speaking Caribbean from offices in the Bahamas, Barbados, Bermuda, British and United States Virgin Islands, Cayman Islands, and Trinidad & Tobago. Our professionals have a single focus: to help clients navigate their business challenges and achieve success.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms or their related entities (collectively, the “Deloitte organization”) is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser. No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person relying on this communication. DTTL and each of its member firms, and their related entities, are legally separate and independent entities.