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# Social

Making an impact in diverse communities





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Deloitte's global WorldClass program aims to improve educational outcomes, develop job skills and expand opportunities for 100 million people worldwide by 2030.

These ambitions are more important than ever, with the global pandemic restricting millions of students' access to education and impacting the livelihoods of entire communities.

To achieve our goal, Deloitte SEA implemented a wide variety of initiatives in FY2022. These drew on the skills and knowledge of our people to help individuals across the region achieve their aspirations and reach their potential.

### **Supporting better access to education with the WorldClass Education Challenge**

COVID-19 may have disrupted students' education worldwide. However, it has also highlighted new possibilities for what learning could look like. For example, by accelerating the adoption of new classroom technologies that enable remote learning, the pandemic has helped students gain the digital and interpersonal skills that future employers will expect.



At Deloitte, we are seeking to capitalise on that momentum and we want to create even more solutions that support access to quality education for more of the world's students. That is why we launched the WorldClass Education Challenge in collaboration with the World Economic Forum (WEF) in May 2021.

This three-month initiative saw us invite entrepreneurs in Southeast Asia, Australia, Africa and India to work alongside Deloitte professionals to come up with novel educational approaches that can help school-aged children prepare for the jobs of the future. We were looking for proposals that would support equitable access to education, help students gain the skills they need for a better future as well as enhance the skills of teachers to enable them to better prepare students for the new economy.



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Our challenge attracted 400 submissions. Of these, three Southeast Asia-based innovators were selected to work with us to help address the global education crisis.

### The WorldClass Education Challenge's Southeast Asia winners



**Edukasyon.ph** is the largest online youth platform in the Philippines,

empowering millions of students aged 13 to 23 to make informed education decisions that will lead to fulfilling lives and careers.

"We've been steadfast in creating education solutions and opportunities for our learners, not just for those who are enrolled in schools but also for those passionate learners who don't have the same access."

**Grace David**  
CEO, Edukasyon.ph



**GenEd** helps educators sustainably reinvent the way they teach, allowing

schools to better nurture every educator's lifelong learning journey.

"It's about time that teachers are placed front and centre of the education solution. We empower teachers, we inspire generations and we can transform a nation."

**Anggaris Anggia Cininta (Ghea)**  
Founder, GenEd and Tax & Legal Senior Manager, Deloitte Indonesia



**Komerce** is a technology-based start-up that supports the advancement of online

businesses in Indonesia by matching them with job seekers with digital skills.

"We have a dream to be able to train and empower millions of young people in Southeast Asia in the field of technology so that they can get decent and competitive jobs in this digital era."

**Nofi Bayu Darmawan**  
Founder, Komerce



"Access to education is critically important in enabling young people worldwide to step up and take advantage of the exciting opportunities that will be available in the future. Programs like these can make a real difference to people's lives."

**Michael Fiore, Deloitte SEA Chairman and Executive Sponsor for WorldClass**



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## Making an impact every day

As part of our global *WorldImpact* initiative, we believe in making an *Impact Every Day*. To do this, we support our people to engage with their local communities year-round to help them address pressing issues in their areas.

We also mark our commitment to community-powered social impact with an annual month of service. In 2021, Impact Month took place in September.

Read on to learn more about the diverse range of activities that our professionals were involved in during Impact Month as well as all year round.

### Helping to create maps for Médecins Sans Frontières

Deloitte SEA team members volunteered during this year's Impact Month for a Missing Maps Mapathon with humanitarian organisation Médecins Sans Frontières (MSF).

MSF works in the world's most vulnerable locations, bringing much-needed healthcare to victims of crises such as natural disasters, disease outbreaks and conflicts. Many of these areas are 'missing' from digital maps and MSF has been known to rely on hand-drawn maps when coordinating emergency response activities.

Fifty volunteers from Deloitte SEA's geographies connected virtually to map the South Kivu province in the Democratic Republic of the Congo. On 10 September last year, we mapped 2,656 buildings in the province.

Our map will help local and international non-government organisations to respond more effectively to future humanitarian crises in this troubled area.

“The people most in need of humanitarian aid are often in hard-to-reach locations. For humanitarian organisations like Médecins Sans Frontières, this is made even more difficult by a lack of accurate digital maps. That’s why we jumped at the opportunity to help MSF map this remote region in the Democratic Republic of the Congo.”

**James Walton, SEA Clients & Markets Leader and SEA Leader for WorldClass**

**Today's Mission: Democratic Republic of Congo**

Project ID: 10465

**Background:**

- We'll be mapping buildings in South Kivu, in Democratic Republic of Congo.
- South Kivu has been ravaged by armed conflict, which has led to mass displacement of people. MSF provides emergency medical response, treating the wounded, meeting basic health needs, and adapting our services.
- There are many factors favouring the spread of diseases.
- MSF has been responding to a variety of health needs in South Kivu, including intervening in communities with community health agents to support primary health centres.
- It is crucial that we have useful and detailed maps so we can respond more effectively in the area.

**HELP US CREATE A HUMANITARIAN MAP**

MEDECINS SANS FRONTIERES DOCTORS WITHOUT BORDERS MISSING MAPS



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Deloitte Business Ethics  
Deloitte Southeast Asia

WorldClass



### Brunei, Cambodia and Vietnam: Enabling students to master interview skills

Deloitte is committed to building the employability of our region's graduates by helping them increase their job skills and career opportunities. This often takes the form of facilitating workshops that aim to boost interview skills.

Impact Month 2021 was no exception. That's when Deloitte Brunei collaborated with Brunei Toastmasters Club to deliver an interview preparation workshop for 73 young graduates from Laksamana College and Kolej

International Graduate Studies. Here, our people worked to equip the students with skills and preparation techniques to help them perform well in job interviews.

Similarly, May 2021 saw a team of Deloitte Cambodia professionals conduct a CV and interview preparation workshop with 1,048 students from CamEd Business School as part of our *Impact Every Day* activities.

Our team provided insights on the relevant skills required to succeed in today's workplace, such as agility, creativity and communication. They also shared tips on creating resumes and preparing for interviews.

Deloitte Vietnam held an interpersonal skills workshop for 370 students from An Giang University and 170 students from our Lighting Up Your Future scholarship program in July 2021. The virtual workshop was part of Deloitte's Guest Lecture Series. Here, too, students gained insights to help improve their interpersonal and networking skills in preparation for the workforce.

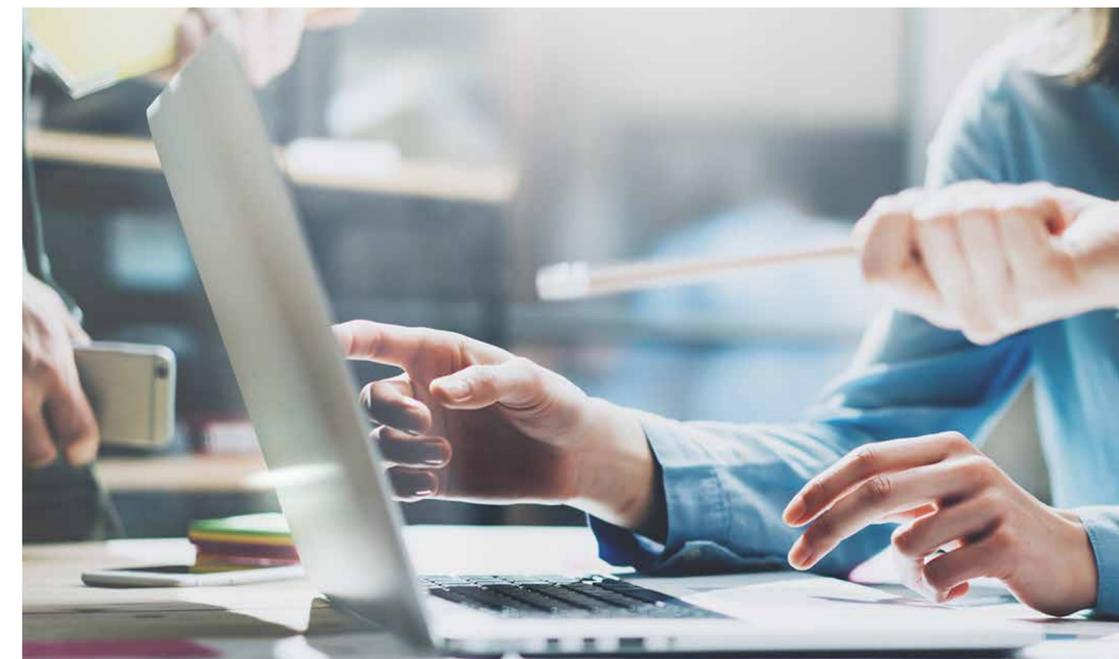
### Guam: Promoting ethical business practices

In October 2021, Deloitte Guam hosted the first Deloitte Business Ethics program in collaboration with Junior Achievement Guam.

Deloitte Guam volunteers delivered the program online to 51 students over two days.

Our online program focussed on the importance of acting morally and responsibly in business and the differences between personal and professional ethics. We also engaged participants in lively discussions on ethical leadership and guided them to consider what it means to lead a team with integrity.

Acting ethically at all times is an important part of our philosophy as an organisation and we place great importance on helping students learn these valuable lessons about personal integrity and ethical leadership.





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### Indonesia: Delivering tailored programs for increased productivity

December 2021 saw our Indonesia practice run a 'Business Alchemist' program for chocolate and cocoa products manufacturer, Barry Callebaut, as part of its *Impact Every Day* activities.

We designed the program to help Barry Callebaut's field facilitators develop the soft skills they need to improve interactions and ongoing relationships with the cocoa farmers they work with.

Strengthening the facilitators' communication and teamwork skills would enable them to better help the farmers understand how to improve their productivity and grow their income.

Our program included three days of soft skill theory sessions with 38 field facilitators, followed by a four-week challenge. Eleven volunteers from Deloitte Indonesia facilitated the virtual coaching sessions.

The results have been very positive. Deploying their improved soft skills, Barry Callebaut's team of facilitators have been able to successfully enrol 169 additional cocoa farmers into the company's farm service program. This offers the farmers certain tools and services that can help them become more productive.

**"By drawing on the broad expertise of our firm and our people, we're able to ensure our programs deliver genuine impact for the organisations we work with."**

**Claudia Lauw, CEO of Deloitte Indonesia**



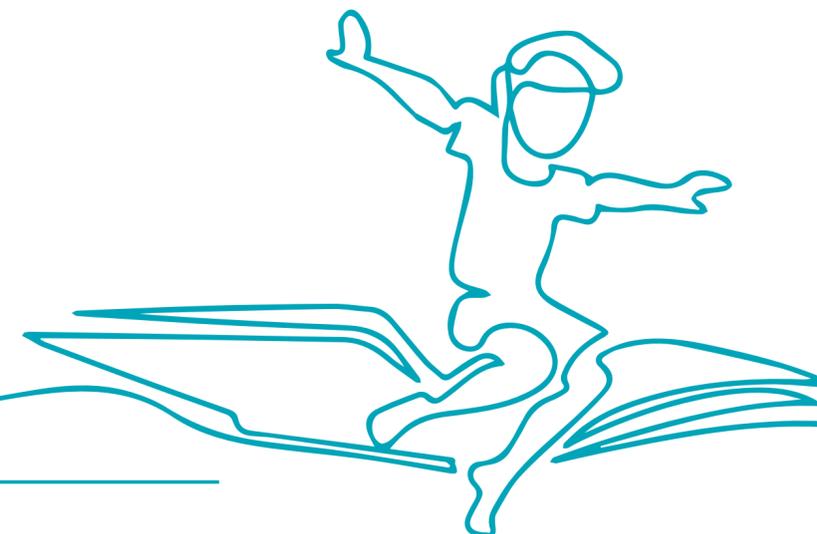
### Lao PDR: Supplementing students' studies with real-world knowledge

In February 2022, Deloitte Lao PDR conducted a guest lecture via Zoom for 30 students and faculty members from the National University of Laos' Faculty of Law. As part of our Guest Lecture Series, the lecture was on income tax and value-added tax.

Deloitte set up its Guest Lecture Series as a supplementary learning resource for local tertiary institutions. It aims to fill the gap between what is taught at universities and what graduates need to know in the workplace.

**"This gap is something we've identified from our own experience hiring university graduates, who often don't have the real-world knowledge needed to succeed. We're pleased to be able to supplement the lecturers' knowledge with our expertise."**

**Choopong Surachutikarn, Country Leader of Deloitte Lao PDR**





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### Malaysia: Widening children's access to education

March and June 2022 saw Deloitte Malaysia welcoming new students from Negeri Sembilan and Kuching respectively to its thriving KidsEdu program. This brings the total number of students in the current cohort of Deloitte KidsEdu to 1,000.

At Deloitte, we believe education breaks the poverty cycle. KidsEdu was launched in 2019 to help make education accessible to children from low-income households. Together with more than 120 Deloitte volunteers from across Southeast Asia, KidsEdu conducts English classes fortnightly for children in Kuala Lumpur, Selangor, Penang, Sarawak, Johor and Negeri Sembilan. There are plans to expand KidsEdu into Ipoh and Pahang as well.

During Impact Month 2021, Deloitte Malaysia also partnered with Monash University Malaysia's School of Engineering and Information Technology on a laptop refurbishment project. We helped students at Monash University refurbish 80 laptops, which will be used by KidsEdu program participants and their families to facilitate e-learning and other needs.

**"Looking at a recent household income survey, the statistics clearly indicated the large gap between the bottom 40 percent, middle 40 percent and top 20 percent of the income groups in Malaysia. If even just one family member can get a better education, become successful and earn a good salary, they can immediately elevate the family from the bottom 40 percent to the middle 40 percent. Getting as many people as possible to the middle income group – that is our goal."**

**Yee Wing Peng, CEO of Deloitte Malaysia**

### Philippines: Providing kids with financial literacy education

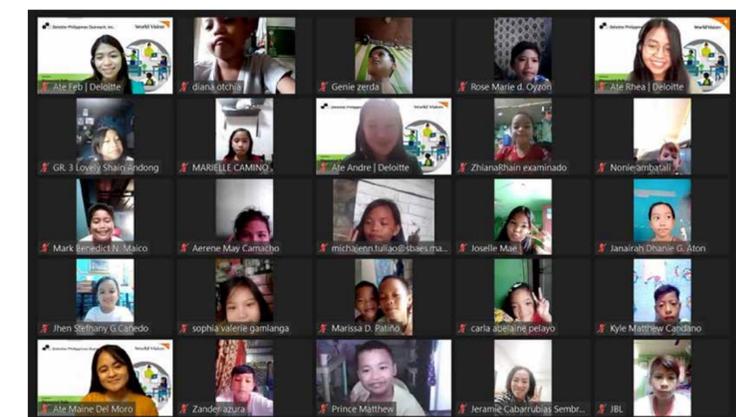
In October 2021, 11 volunteers from Deloitte Philippines held an online financial literacy session for 30 third-grade students who are supported by World Vision Philippines.

The team worked on the initiative with ING Learning Center, a non-government organisation that offers after-school remedial and educational support in maths, English and the inculcation of values such as ethics and perseverance.

Despite the challenge of an unstable internet connection, our volunteers kept the students engaged throughout the event with storytelling and games, and successfully imparted knowledge of financial literacy with practical applications.

**"Financial literacy is important for everyone, no matter how old they are. Helping to pass on this knowledge to our next generation is a privilege and incredibly rewarding."**

**Eric Landicho, CEO of Deloitte Philippines & Deloitte Philippines Outreach, Inc.'s President and CEO**





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## Singapore: Opening female students' eyes to career opportunities through mentoring



Deloitte Singapore launched the GirlForce 100 Mentorship Program as part of its Impact Month activities. It partnered with non-profit organisations, 100 Women in Finance and Junior Achievement, to launch the six-month scheme.

Our initiative gave female students from local educational institutions the opportunity to be

mentored by finance industry professionals. Mentors included 10 Deloitte Singapore professionals who worked with 20 students from Temasek Polytechnic to help them discover career opportunities in finance.

We marked the program's culmination in February 2022 with an event attended by Ms Low Yen Ling, Minister of State at the Singapore Ministry of Culture, Community and Youth and the Ministry of Trade and Industry, who shared words of encouragement with students and mentors. Ms Seah Gek Choo, Deloitte SEA's Talent Leader, also inspired attendees with insights from her career.

**"Mentoring helps open the eyes of young women to what they can achieve in the workforce if they believe in themselves. We're looking forward to expanding this program in the future."**

**Seah Gek Choo, Talent Leader, Deloitte SEA**

## Singapore: Supporting students to become job-ready

Impact Month 2021 saw eight volunteer mentors from Deloitte Singapore join forces with Junior Achievement to facilitate a career goals workshop.

The youth organisation runs an after-school engagement program with social service agency CampusImpact and wanted to help its students learn how to get and keep a job in STEM and other high-growth industries.

During the two-day workshop in September, we helped 23 students understand the crucial workplace skills employers are looking for but often find lacking in young employees. These include communication, critical thinking, creativity, agility and collaboration skills. In addition, we shared valuable tips for securing their dream job, including how to write resumes and conduct themselves during interviews.

A group of Deloitte volunteers also conducted educational games and activities for 10 children from CampusImpact's Study Buddy program and facilitated educational games and activities such as science bingo and lantern making.





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### Thailand: Matching people with disabilities with jobs and supporting access to education

According to the 2017 Disability Survey conducted by Thailand’s National Statistical Office, Thailand currently has around 3.7 million people with disabilities – about 5 percent of the population. Of these, 1.2 million are of working age, but only about 670,000 are in the labour market.

To help address this issue, Deloitte Thailand partnered with the Social Innovation Foundation to help connect people with disabilities to jobs.

With our support and sponsorship, program registrants are matched with organisations that can provide them with suitable employment. This allows people with disabilities to perform duties based on their capabilities and competencies, develop their work skills, and earn a living.

As part of our *Impact Every Day* activities, Deloitte Thailand also took action to help more people access education. July 2021 saw us partner with education platform, the Saturday School Foundation, to deliver new laptops to students who lacked access to online learning tools.

Our initiative allowed students affected by pandemic-related lockdowns to borrow laptops so they can continue to study. So far, 18 students have benefited from our contribution and this number will increase in the coming academic year.

**“Deloitte Thailand is deeply committed to the rights, opportunities and quality of life of people living with disabilities. In 2021, we were able to assist 13 people to find employment, an achievement we are very proud of and look forward to building upon.”**

**Subhasakdi Krishnamra, CEO of Deloitte Thailand**

### Other community-based activities

Impact Month 2021 also saw our SEA geographies participate in a wide range of community-based activities.

These included distributing food to the underprivileged, participating in beach clean-ups, spending time with senior citizens with dementia, and organising educational talks on subjects like the role of guide dogs in helping the visually impaired.

In addition, a number of our SEA geographies took the opportunity to give back to society during the month of Ramadan, a period of fasting for the Muslims when they seek to strengthen their faith and perform works of charity.





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## Giving back during Ramadan

April 2022 saw our people from several geographies across Southeast Asia, both Muslim and non-Muslim, coming together to give back to the community and raise funds for good causes.

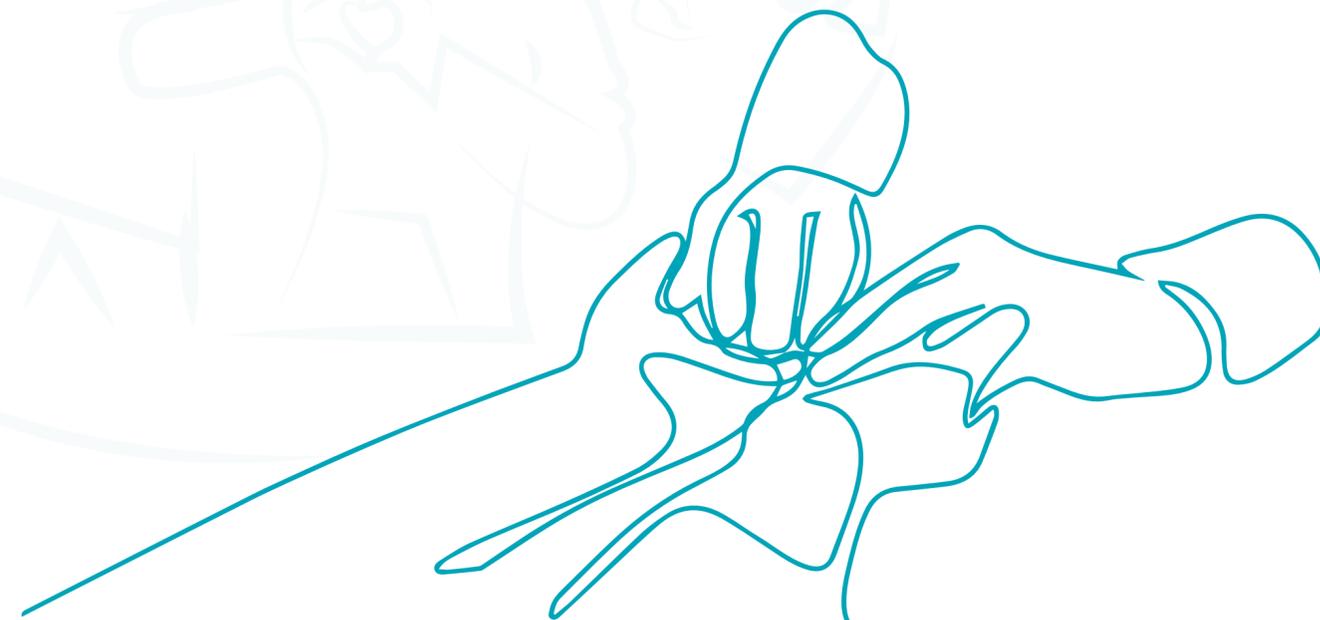
At **Deloitte Brunei**, our employees volunteered their time at the Society for the Community Outreach and Training Social Community Kitchen, an organisation that delivers home-cooked meals to disadvantaged communities. Our volunteers also purchased and donated meal packages to underprivileged families.

At **Deloitte Indonesia**, our volunteers organised a textbook donation drive and then sent the books we received to educational institutions in the rural areas of Indonesia for use as teaching references. Our colleagues also contributed financially and the funds were used to purchase and deliver more books to those in need.

**Deloitte Malaysia** held its annual Hari Raya Aidilfitri (Eid) celebrations together with families from its KidsEdu communities in Kuala Lumpur, Seremban and Johor. Our colleagues in each of these states invited approximately 20 participating families to join in their celebrations. We were also joined by distinguished guests, including members of the Negeri Sembilan Royal Family.

At **Deloitte Singapore**, more than 30 of our non-Muslim colleagues, including nine partners, took up the Ramadan Challenge to fast for one day or more, alongside our Muslim colleagues. We also raised more than SGD\$10,000 for the Malay Youth Literary Association's Ramadan on Wheels (ROW) initiative. ROW is a volunteer-driven program that assists low-income families and the elderly.

The money raised helped 350 elderly people and families in need by providing them with groceries and food hampers to supplement their daily household needs. It also provided funds for digital literary support programs for seniors, and workshops and skills training for families.





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# Talent

At Deloitte SEA, we want everyone to feel they can be themselves and thrive at work – in each of our 11 geographies, in everything we do, every day.

That is why when we hire, we look to attract diverse capabilities at scale. It is also why we take pride in fostering a workplace culture characterised by inclusive behaviours. Through our ALL /N Diversity Equity and Inclusion (DEI) strategy and societal impact initiatives, we support our people to create a safe, respectful environment where everyone has an equal opportunity to succeed and make an impact that matters.

At the same time, we are looking to develop and grow the world's best leaders. We help our people build global insights and cross-cultural competencies by providing them with international work experience through our agile mobility approach. We are also committed to inspiring them through career-long learning and development programs that are widely recognised as best-in-class.

Read on to discover how these talent approaches allowed us to make a positive impact on our people, clients and communities in FY2022. We are proud to share our progress as our journey continues.





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## Deloitte's work culture and experience

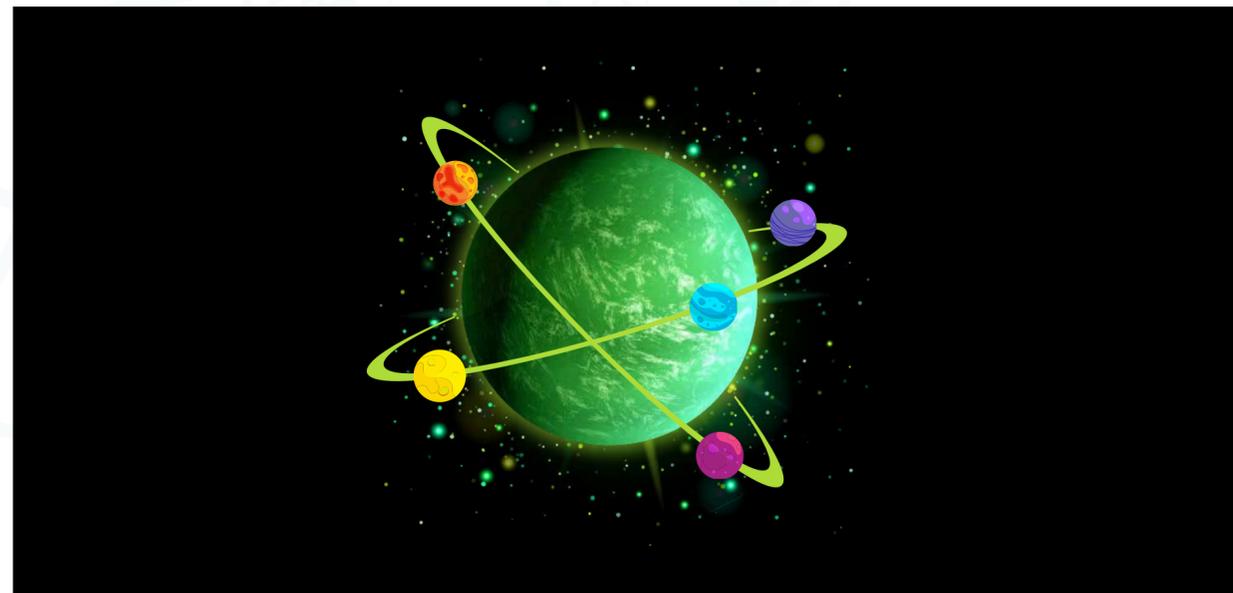
### Reimagining what work looks like with the Deloitte Experience

How best can we empower all our people to create a work experience that fits their needs, as well as those of their clients and teams?

Deloitte's answer to that question is the Deloitte Experience, an approach that builds on our existing flexible work practices that go back many years to reimagine the purpose of the workplace in the post-pandemic world.

Deloitte SEA first launched the Deloitte Experience in our Singapore practice in January 2022 and other geographies are progressively implementing it.

The Deloitte Experience gives people and teams detailed guidance and resources for hybrid working and flexible work arrangements. It allows for flexibility to be defined at a team level. This means that individuals can plan their work week in a way that supports balance and well-being, as well as high productivity and performance. It is also based on trust, helps to create an environment where everyone can be successful.



Deloitte's flexible work options now include *Flex-time*, where people can work with their team leaders to agree on the start and finish times in the day. *Flex-break* allows people to request an extended leave of absence to pursue a passion, or simply have a short rest. *Flex-place*, meanwhile, gives people the option to work from a Deloitte office, a client site, home or any suitable location, based on personal needs as well as those of the client and the team.

At the same time, making connections in person remains a critical part of the Deloitte Experience. Such in-person moments are important in transforming the workplace into a place that brings people together to innovate, connect and collaborate while inspiring and energising them.

**"In-person 'moments that matter' can help us build our connectivity to colleagues and clients in powerful ways.**

**For example, they can enable individual and team development and facilitate collaboration during critical project milestones to help us deliver excellence. They can also nurture relationship-building with clients, helping to explore and expand future opportunities.**

**Through the Deloitte Experience, we are guided on whether to make a connection in person or virtually. It's really all about what will create the best outcome for our colleagues, clients and the firm."**

**Ong Siok Peng, Talent Leader, Deloitte Singapore**





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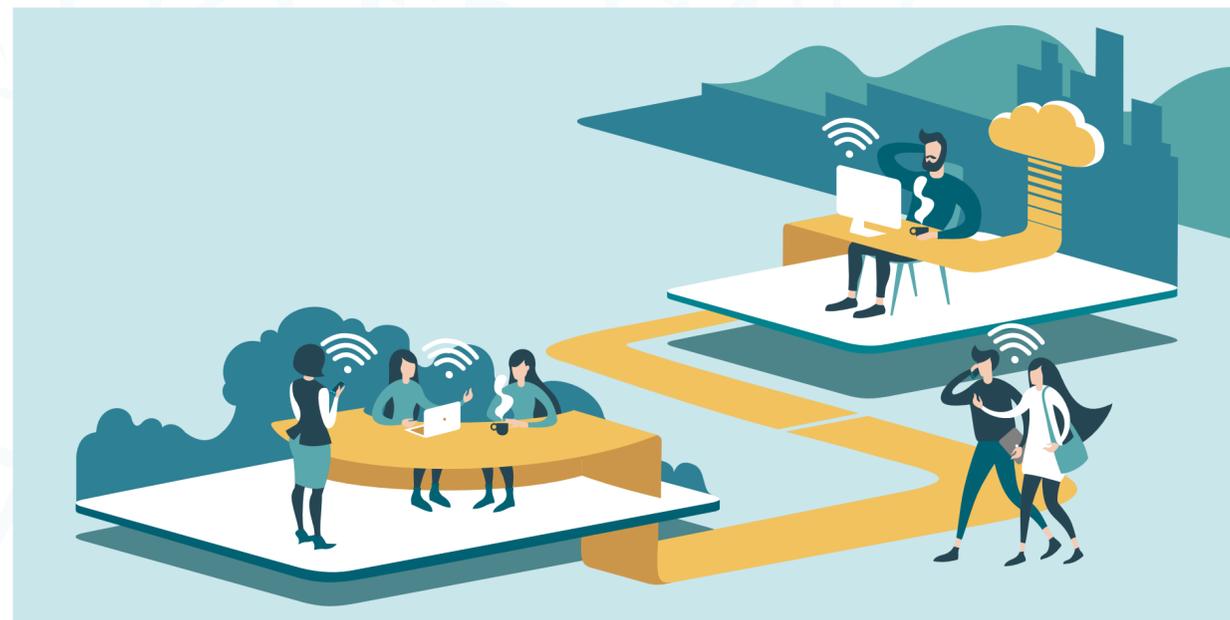


### Developing talent through mobility assignments

The business challenges faced by our clients are complex and benefit from multi-dimensional thinking. At Deloitte SEA, we encourage mobility assignments to develop our people and enable them to gain cross-cultural competencies.

Working with talented people from various cultures and different points of view, offers them the opportunity to build the leadership skills they need to bring the best out of diverse teams.

In addition, we leverage mobility assignments to help us assemble the best teams with the relevant capabilities to deliver solutions that will meet our clients' expectations.

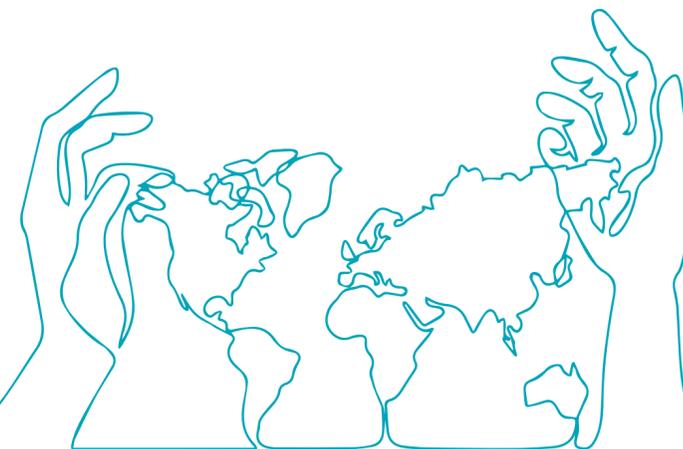


Despite travel restrictions related to the COVID-19 pandemic, we carried out 260 mobility assignments during FY2022. Fifty-six of our people went on mobility assignments within Southeast Asia while 30 were sent on assignments outside of Southeast Asia. We also saw 174 people coming to Southeast Asia from other geographies.

In addition, 45 people were involved in a pilot virtual mobility assignment where they completed their assignment in their home country and did not need to relocate physically. This amounted to an estimated 16,500 work hours.

**“International assignments help our people to accelerate their development and build a global mindset so that they can deliver the quality clients expect. By providing greater access to mobility and international opportunities, we support our professionals to enable them to make an impact that matters and achieve their career aspirations.”**

**Seah Gek Choo, Talent Leader, Deloitte SEA**





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### Enabling all our people to thrive

Deloitte SEA recognises the importance of mental well-being in the workplace and in providing support to our people when they face challenges. We also know how important it is to have a work environment that is free of stigma.

This is why we have a holistic approach to help our people be at their best on both a personal and a professional level. We call this 'empowered well-being' because it offers people the support and flexibility to make the daily choices that will enable them to be energised, confident and aware.

Educating our people so they can take better care of each other and help to reduce any form of stigma is a big part of this approach. All our leaders receive training to gain a better understanding of mental health and how they can support their team members. In addition to providing our people with resources to support their mental well-being, we have regular communications from our leaders to encourage conversations on mental health.



We have implemented the following programs to help us carry out our approach:

- **Employee Assistance Program.** We partner with Independent Counselling & Advisory Services (ICAS) to offer support to our people and their immediate families. ICAS operates a round-the-clock helpline staffed by qualified counsellors who can provide confidential mental health and well-being support.
- **Deloitte SEA Well-being Week.** This annual event allows us to raise awareness of the importance of self-care by providing resources and curating a range of interesting and informative activities that focus on physical, mental and emotional well-being.
- **Mental Wellness Webinars:** Caring for your mind. We host quarterly webinars on mental wellness on relevant topics such as effective energy management, building your emotional muscles at work and stress-proofing your life.
- **Deloitte SEA Well-being Portal and Global Mental Health podcast.** Our well-being portal provides a comprehensive range of learning resources and tips to help our people work effectively and promote their wellness. We also offer a dedicated podcast on mental health featuring Deloitte professionals and well-being leaders.





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### Deepening a culture of recognition

Deloitte SEA rolled out a new platform in October 2021 designed to make it easier for everyone in our organisation to show appreciation for each other's contributions.

ACE – appreciate, celebrate and elevate – allows our people to consistently acknowledge each other's great work across all levels, businesses and geographies. Recognition can take many forms and includes celebrating an achievement, reaching a milestone or going above and beyond expectations.

Now, any employee can post a personalised thank you message to a colleague or team on ACE's appreciation wall, which updates in real time. They can also send an achievement badge or token via the platform to show their appreciation when a colleague makes an impact that matters to their work. Since its launch until the end of May 2022, a total of 12,683 users have used the platform to make 35,283 interactions.

People can then redeem their achievement badges and tokens at ACE's e-store in exchange for a range of treats and gifts.

**“When we recognise someone for their unique contribution, it validates them, demonstrates that they belong and helps them to connect with a sense of meaning in their work. ACE helps us all to have a positive impact on our work environment – and simply make the world a kinder place.”**

**Phan Vu Hoang, Talent Leader, Deloitte Vietnam**

### Learning and development

#### Creating a continuous self-empowered learning environment

We believe our professionals are always learning and developing. CURA, Deloitte's digital learning platform, supports a continuous learning culture across all our geographies in Southeast Asia.

CURA uses artificial intelligence to provide our people with a self-directed online learning option. It aggregates content from both internal and external sources and personalises learning based on each learner's needs and interests. In addition, we have dedicated subject matter experts who curate and deliver content that is relevant to our region's needs. As such, CURA gives our people both a voice and a choice in their learning while enabling collaboration and individual contributions.

During FY2022, we saw the adoption of CURA increase to 82 percent across our Southeast Asia firm as more people recognised how beneficial it is.





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### Fostering an innovation mindset

One of the ways we help our people develop their capabilities at Deloitte SEA is by drawing on our culture of innovation. That includes giving employees the opportunity to actively solve problems and overcome obstacles that might be hindering their productivity and performance.

Our annual Deloitte SEA Innovation Challenge, or SIC, is an example of this approach in action. Here, aspiring change-makers get the opportunity to pitch digital solutions for any pain points that they may be experiencing at work. Submissions are judged by subject matter experts from across Deloitte's businesses and functions.



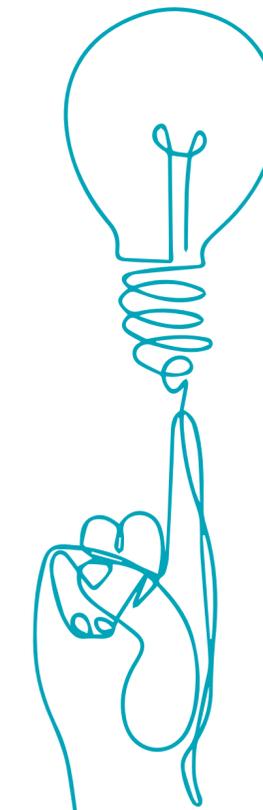
SIC 2021 saw 20 teams take part from across our geographies. Seven winning teams were selected to go through to the next stage – an acceleration program. Here, the teams receive personalised one-on-one mentorship sessions in areas such as business model selection and prototyping. This enabled them to put together a minimum viable product that could help solve their pain points.

Winning ideas from SIC 2021 included a proposal to match people who are facing multiple impending deadlines with those who have the capacity to help, via a cloud-hosted collaboration platform. As the team pointed out, the platform bridges the gap between resource demand and supply. It can also foster a spirit of collaboration between teams and provide networking opportunities.

Another proposal involves using artificial intelligence and other technologies to automate certain manual processes to save valuable time.

“Our annual SIC challenge helps us cultivate an innovation mindset within our teams. By giving our people a platform to develop digital solutions that address workplace issues, we want to ensure they are well supported on their journey as real-world problem solvers.”

**Richard Mackender, Innovation Leader, Deloitte SEA**





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## Diversity, Equity and Inclusion

### Building a diverse and inclusive culture

Purpose-led, diverse and inclusive – our culture at Deloitte SEA sets us apart.

Through our ALL *IN* global DEI strategy, we are committed to building a safe, respectful environment and providing equal opportunity for all, free from discrimination and harassment. ALL *IN* is one of our four *WorldImpact* initiatives and is focused on making an impact on society's biggest challenges.

Our leadership sets the tone from the top and ensures that we take tangible steps to accelerate change. These include the initiatives highlighted below:

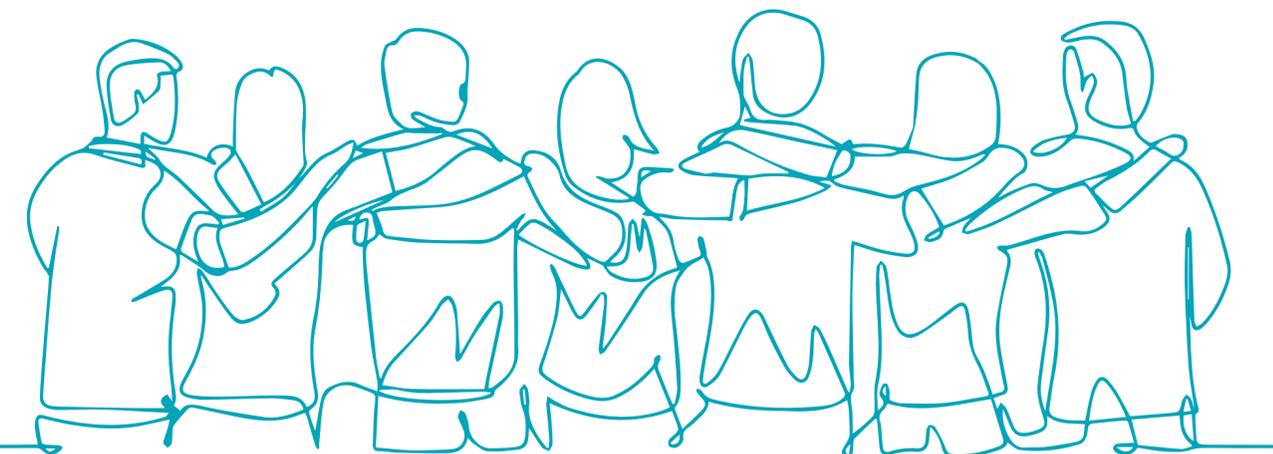
- Our CEO Philip Yuen heads the Diversity, Equity & Inclusion (DEI) Council, which includes leaders from across our Southeast Asia geographies. The council initiates, champions and sponsors our DEI programs.
- We have built a DEI community of practice to engage and empower our employees and to elevate the conversation around DEI. This Southeast Asia-wide community includes over 90 volunteers who are passionate about shaping and driving the DEI agenda in the region. Together, community members work to address matters such as respect and inclusion, gender balance, diversity in the workforce and mental health.
- We have created an inclusive leadership learning program that our people can access via our CURA learning platform. Suitable for every career level, the program helps us build awareness for new hires and encourages practitioners to adopt and strengthen inclusive behaviours. It is also designed to help people better understand the impact of inclusive leadership on business and talent decisions.



“We have designed these initiatives to help us ensure that all our people – regardless of age, gender, race, religion or personal orientation – are able to work in a supportive

environment without fear of discrimination or prejudice. That way, we can better engage and empower our employees to treat each other with respect, inclusion and fairness.”

**Ang Weina, DEI Leader, Deloitte SEA**





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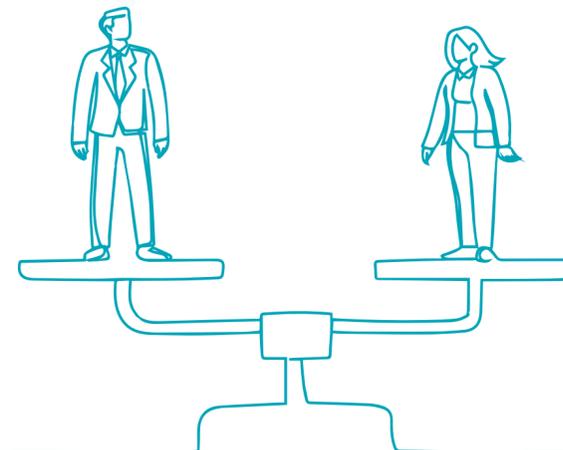
### Improving gender balance

At Deloitte SEA, achieving gender balance at all levels of our organisation is a business imperative. We aspire to be the employer of choice where women have equal opportunity to grow, develop, succeed and be their truest selves.

As a result, we have developed a range of initiatives to increase gender equity in our organisation, in line with our global ALL /N strategy. For example, we have implemented gender-smart talent processes that span the entire career life cycle – from recruitment to development, promotion and succession – to embed fair practices that demonstrate our commitment to equality for all.

We also make every effort to attract, retain and advance our pipeline of women leaders at every level throughout the firm. As at end May 2022, 45 percent of our board of directors were female. Women also constituted 21 percent of our executive committee and 33 percent of our partners, principals and managing directors across the region.

At the same time, we have implemented policies and practices to remove barriers and level the playing field for all employees to grow and advance their careers at Deloitte. In addition to offering flexibility for our employees to thrive and manage their lives and work, we support employees going through personal challenges. We also have development programs to build up the capabilities of our future female leaders.



“We are proud of our long-standing commitment in striving to achieve gender balance in all our SEA geographies, across all levels. We recognise there is a lot of work to do to reach our targets and remain committed to reaching them.”

**Pushp Deep Gupta, Consulting Partner and SEA DEI Council member, Deloitte SEA**



Business



Environmental



Social



# Awards and accolades in FY2022



## Best Companies to Work for in Asia

Deloitte Indonesia, Malaysia and Vietnam were recognised as one of the “[Best Companies to Work for in Asia 2022](#)” by HR Asia in their respective countries. This award recognises organisations with high levels of employee engagement and excellent workplace cultures.

Deloitte Indonesia won the “WeCare: HR Asia’s Most Caring Companies Award 2022” for the second consecutive year.



## HR Excellence Awards 2021

Deloitte Singapore was awarded Gold at the [HR Excellence Awards 2021](#) in the “Excellence in COVID-19 Response” and “Excellence in Employee Engagement” categories.

Deloitte Malaysia was awarded Bronze at the HR Excellence Awards 2021 in the “Excellence in Learning & Development” and “Excellence in Women Empowerment” categories.



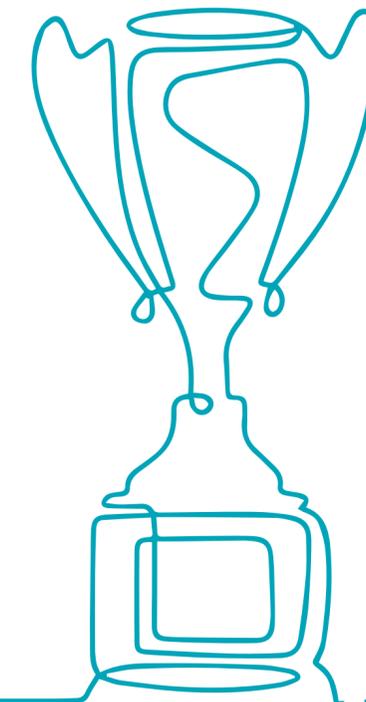
## Employee Experience Awards 2022

Deloitte Singapore won Gold at the [Employee Experience Awards 2022](#) in the categories of “Best Diversity and Inclusion Strategy” and “Best Career Development Program”.



## Great Place to Work

Deloitte Vietnam was recognised as one of the [2022 Great Place to Work®](#) and also ranked 8th in this year’s [national list](#).





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# Awards and accolades in FY2022



## Singapore's 100 Leading Graduate Employers 2022

Deloitte Singapore ranked 21 in [Singapore's 100 Leading Graduate Employers 2022](#) and was the winner in the [Accounting & Financial Management Sector](#).



## Top 50 Companies in Thailand 2022

Deloitte Thailand was recognised as one of the best workplaces in WorkVenture's [Top 50 Companies in Thailand survey in 2022](#).



## Top 100 "Vietnam Best Places to Work"

Deloitte Vietnam was named one of the Top 100 "Vietnam Best Places to Work" by Vietnam Excellence in 2022.



## Universum Singapore's Most Attractive Employers 2022

Deloitte Singapore was ranked among Singapore's top 15 most attractive employers in [Universum's annual talent survey in 2022](#), an honour it has received for the past five years.

