Transformation Journey - 01 January 2020

Deloitte South Africa is committed to empowering South Africa's citizens and setting right the inequalities of the past through a sustainable transformation strategy that leaves no man - or woman - behind.

Deloitte SA forms part of the Deloitte Global Network, an association of individual firms operating in different regions. Each member of the network retains a separate legal identity and is owned and managed by local partners and directors. Only 2.3% of the revenue is paid to Deloitte Global as subscription fees in order to access the Global network, intellectual property and best practice.

Our South African transformation journey began 40 years ago...

Our goal is to be 51% black owned and 35% female owned by 2021.



Ruwayda Redfearn became the first black female regional leader in South Africa for Kwazulu-Natal.

Kimmy Singh became the new president of the SAICA Eastern region.

4 381 total staff

2 218 SA black staff (50.63%)

265 total partners & directors 96 SA black partners (36.23%)

4 421 total staff 2 586 SA black staff (58.49%)

270 total partners & directors

113 SA black partners (41.85%)

ABASA: The Association for the Advancement of Black Accountants of Southern

At least 51% black-owned

(of which 25% is African

black) and at least 35%

Black: African black, coloured

and Indian

By 2021

female-owned

M&A: Mergers and acquisitions

PAAB: the Public Accountants

and Auditors Board

SA: South Africa

SAICA: South African Institute of Chartered Accountants

First acknowledged by ABASA for our contribution to the transformation of the accounting profession Recognised as an early adopter of transformation by the PAAB 1 African black CA, 10 coloured CAs and 90 Indian CAs in Deloitte Deloitte chairman visited black universities to recruit prospective black CAs

2000

- · 2 144 total staff 193 SA black staff (9%)
- 180 total partners
- 7 SA black partners (4%)

Futhi Mtoba became the first African black female chairperson of a Big 4 firm

2 803 total staff

• 1 109 SA black staff (40%)

219 total partners

35 SA black partners (16%)

2012

Lwazi Bam became the first

third consecutive black CEO

established to facilitate the

advancement of women to

senior leadership positions

African black CEO and the

The Deloitte Women in

Leadership initiative is

Grant Gelink

became the

second black

Our current landscape

1980



Africa Board

The governing body of the Africa member firm, with:

- 20 members
- 13 SA members

Africa Executive Committee

Responsible for the management and operations of the business,

- 13 members
- 11 SA members

- **9** SA Black (69.23%)
- **4** SA White (30.76%)
- **4** SA Female (30.77%)

7 SA Black (63.63%)

4 SA White (36.36%)

3 SA Female (27.27%)

2 SA Black Female (18.18%)

4 SA Black Female (30.77%)

Two Deloitte trainees became the first

African black accountants in Top 10 of

of a major auditing firm in SA (1998)

Vassi Naidoo became the first black CEO

CA Qualifying Board exam (1996)

Deloitte in South Africa

273

Total Partners & Directors

(42.49%)

SA Black Partners & Directors

												_						
	Deloitte South Africa Headcount as at 1 January 2020																	
Occupational Level	Included														cclud	Actuals		
	African			Coloured			Indian			White			Cupud	(Non-SA)			Actuals	
	F	М	Total	F	М	Total	F	М	Total	F	М	Total	Grand Total	F	М	Total		
Partners &											-							
Directors	19	30	49	4	7	11	22	34	56	42	107	149	265	2	6	8	273	
Senior																		
nanagement	37	35	72	15	14	29	54	70	124	184	212	396	621	27	32	59	680	
1iddle																		
nanagement	279	203	482	58	37	95	169	132	301	308	286	594	1472	44	60	104	1576	
unior management	540	324	864	109	46	155	132	122	254	233	211	444	1717	27	31	58	1775	
Skilled	49	22	71	20	2	22	18	1	19	22	0	22	134	0	0	0	134	
Jnskilled	31	8	39	2	0	2	0	0	0	0	0	0	41	1	0	1	42	
Grand Total	955	622	1577	208	106	314	395	359	754	789	816	1605	4250	101	129	230	4480	