



Basis of Reporting

5 Million Futures
UK Responsible Business
2024

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1. Introduction

1.1 Purpose

This document outlines how Deloitte compiles the social impact data related to its 5 Million Futures (5MF) strategy. This data will be published annually in the Deloitte Annual Review ESG Metrics.

1.2 Background

Deloitte launched One Million Futures (OMF), the precursor to 5MF, on 1 June 2016. Both represent its social impact strategy, focussed on supporting access to education and training. The strategy aims to help 5 million people get to where they want to be; whether it's in the classroom, the workplace or the boardroom.

In 2020, Deloitte reached its original OMF target to impact one million individuals in the UK, and as a result launched a new target to support 5 million futures by 2030. 5MF consolidates and focuses Deloitte activity around a theme that matters to its clients, people, and the society in which it operates. The theme of 5MF, and previously OMF, connects clearly to Deloitte's Purpose – to make an impact that matters and brings together activities delivered directly by its people and through broader society focussed programmes.

1.3 Target

To reach 5 million people through education or employment focussed activities supported by Deloitte UK by 31 May 2030.

2. Scope of Reporting

2.1 Reporting period

Data is collected in annual periods, relating to 1 June – 31 May financial year.

2.2 Geographical/organisational boundary

Projects to be captured that are led, sponsored or facilitated by the UK Deloitte firm.

2.3 Types of interventions

All non-commercial activities and interventions supported by Deloitte with the potential to create positive education, or employment outcomes by giving individuals the skills and opportunities to succeed. This includes activities provided directly by Deloitte alongside those where it forms partnerships with or facilitates the involvement of other organisations.

2.4 Inclusions/exclusions

Interventions include but are not limited to:

- Social Impact programmes: incorporating all our fundraising, volunteering and pro bono support with schools, charities and social impact organisations within the UK.
- Talent programmes: incorporating our learning and development activity for beneficiaries outside of the firm from underrepresented groups, alongside external (non-fee earning) skills development and knowledge building activity with society partners.

- Recruitment programmes: focussed on aspirational programmes incorporating our apprenticeship, work experience, school leaver, student recruitment and outreach programmes alongside those focussed on diversity and social mobility.

Interventions that are excluded from 5MF measurement calculations include:

Client engagements where we earn a full commercial fee for the delivery of education or employment outcomes are out of scope as, although our work may deliver or enable Impact, that Impact has been commissioned and paid for by a client.

3. Definitions

3.1 Project

A Project is an activity or programme of activities that is delivering Interventions within the Scope of Reporting.

3.2 Intervention

Intervention is defined as all in-scope activities/programmes supported by Deloitte – either directly or indirectly - which contribute to the 5MF target.

3.3 “Future”

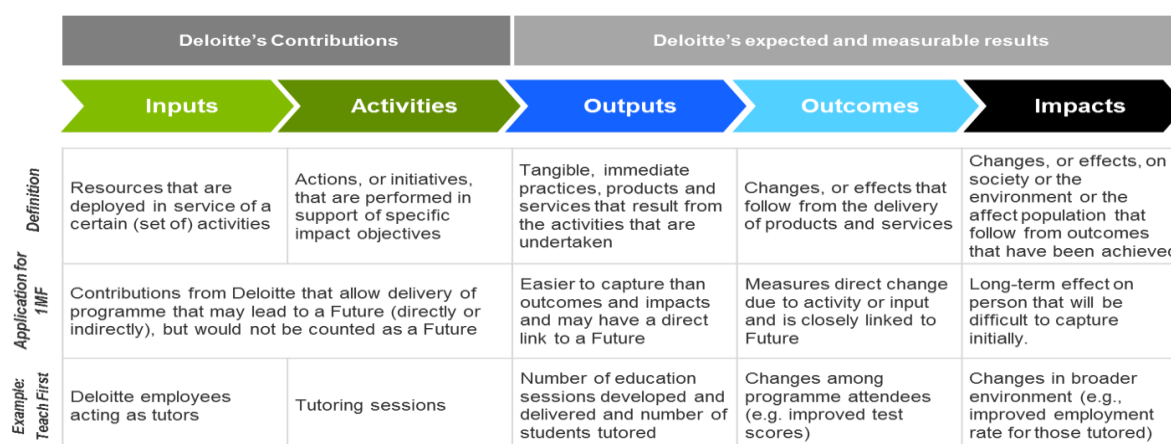
A “Future” is a life positively impacted by interventions that focus on educational support, skills development and employment opportunities supported by Deloitte.

3.4 Impact beneficiary

Individuals who are positively impacted through an education, skills development or employment focussed intervention supported by Deloitte, within the scope and boundaries defined in section 2. Also referred to as a Future.

3.5 Impact model

The Impact Value Chain (illustrated below) provides the overarching framework to understand what contributes to and can help measure outputs/outcomes. It illustrates a process of change and requires the user to identify the inputs, outputs, outcomes, and impacts and identify the metrics and methods of capturing data.



For the purposes of 5MF reporting the key stages of the process of change are defined as follows:

- **Inputs** - the actions and/or resources that Deloitte will commit to achieve the objectives
- **Outputs** - tangible, immediate practices, products and services that result from the activities that are undertaken
- **Outcomes** – changes, or effects that follow from the delivery of products and services
- **Impacts** - changes, or effects in the society, or the environment or the affect population that follow from outcomes that have been achieved

3.6 Outcomes/outputs and impacts

Following the Impact Model, although societal “impacts” are intended, Deloitte is, at present, only able to measure outcomes due to the inherent difficulty in measuring later-in-life impacts. Where available and possible, the outcomes are considered as a “Future”, however where the outcome is not available, “outputs” are included into the definition of a “Future”. This allows 5MF to combine measures of different levels of results – people reached by services (outputs) and those positively impacted (outcomes/impact).

4. Methodology

The number of Impact beneficiaries (“Futures”) is measured on each Project in each reporting time period. Project leaders are generally asked to articulate the intended Interventions of each Project as part of the decision-making process that leads to Deloitte’s involvement. Project leaders are required to complete an annual impact survey to collect qualitative and quantitative impact data.

4.1 Double-counting

Double counting is possible where different education or employment interventions supported by Deloitte may intersect with an individual.

For example, individuals may take part in a skills workshop through a 5MF school partnership and receive training through a Deloitte talent programme. In a few cases, this could be measured as two ‘Futures’ impacted. Double counting may also occur when counting individuals who have been engaged by Deloitte through different interventions over several years.

Best endeavours have been made to remove and highlight the risk of double counting where possible.

4.2 Attribution

To avoid subsuming all education or employment outputs and outcomes as part of 5MF, only those that can be directly attributed to Deloitte’s intervention are considered within scope of 5MF.

Where the cost of a “Future” is defined by a Society Partner, it is taken into account when calculating impact. Approaches to ensure attribution is as accurate as possible to include economic allocation – for example - only Deloitte’s contribution to total funding through its own fundraising activities will be considered.

5. Data Governance

5.1 Data measurement methodology

Approaches for the measurement of outputs and outcomes across Deloitte supported interventions vary depending on several factors including the type and scale of activity. External charity and social enterprise representatives and internal Project leaders complete an annual impact questionnaire which feeds into an Excel template.

5.2 Data collection methodology and frequency

Data is collected by the Deloitte Responsible Business (RB) team on an annual basis using an online impact survey, and internal time and financial reports. A member of the Deloitte RB team compiles all response data alongside evidence of workings.

5.3 Data quality

The aim of our reporting is to provide data that is complete and accurate and that is not materially misstated.

It is recognised that the quality of data reported across Deloitte's various education or employment supported interventions will vary. For the purposes of materiality, we aim for the social impact data to be within a +-10% threshold of the true figure. There is no guidance as such for the social impact data threshold, however based on our judgement of data quality and materiality, we set 10%.

The data is subject to verification at both the individual programme lead level (at the point of submission of the impact survey or data response) and annually by the RB team at Deloitte. Notwithstanding our quality controls over the data provided to us, a reliance and trust in the integrity of submissions made to Deloitte is placed on our society partners.

5.4 Data assurance

SMF data is peer reviewed by Deloitte Responsible Business and validated by a global societal impact team. Data is signed off by the Head of Responsible Business UK and the UK People & Purpose Partner. When required, the RB team will enlist the support of external verification or assurance providers to test and/or challenge our reported information and the underlying processes that supports its disclosure.



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