



*Together makes progress*

# Deloitte Canada 2025 Impact Report



TABLE OF CONTENTS

➤ Introduction

3

- Executive message 3
- Our Purpose 3
- Land acknowledgement 4
- Measuring our progress 4

➤ Business

5

- Revenue and headcount 6
- Empowering innovation and impact across Canada 7
- Awards and recognition 7

➤ Environment

8

- Our commitments 9
- Progress towards our targets 10
- 2025 Environmental Performance Statement 11

➤ Society

13

Our people

15

- Diversity, Equity, Inclusion and Accessibility 15
- Talent Value Proposition 15
- Current firm-wide talent grouping 15
- Our Accessibility Action Plan 16
- Benefits and wellness 16
- Learning and development 16
- Bloom Scholarship program 17
- One Young World 17
- GreenStars recognition 17

Our communities

18

- Impact Every Day 18
- Stories of impact 18

Our country

19

- Our Reconciliation Action Plan 19
- Future of Canada Centre 20

➤ Governance

21

- Our approach 22





# Executive message



**A message from Anthony Viel,  
CEO of Deloitte Canada and Chile**

Canada is at an economic turning point—trade tariffs, increasing unemployment, and persistent cost of living pressures are challenging our country’s prosperity. At Deloitte, we recognize these challenges and are committed to guiding our clients and communities through these tough times. To make our economy flourish, we must come together and act decisively to remove barriers to growth and productivity.

This year’s Impact Report reflects our belief that collaboration is essential to tackling the most pressing issues of our time. Our firm works across every industry to help leaders overcome obstacles and seize new opportunities—by combining our people’s deep industry sector knowledge with cross-functional expertise.

For 180 years, our Purpose—to make an impact that matters—drives not only *why* we do what we do, but *how* we do it. This report spotlights what this looks like in action. You’ll learn how our firm

has collaborated with the Government of Canada to modernize Old Age Security process delivery—including implementing AssistMe, a new GenAI tool that helps public servants process payments faster for seniors. Another story spotlights how we’re empowering the next generation of Indigenous Peoples by working with Indspire to finance scholarships for students.

These are just a few examples of how we’re working to spark lasting, positive change. Great challenges require great collaboration. Together, we can make Canada more prosperous for all.

**Anthony Viel**  
*Chief Executive Officer,  
Deloitte Canada and Chile*



# Our purpose

**A message from Sheri Penner,  
Managing Partner of Purpose & Sustainability**

At Deloitte, we strive to put our Purpose into action every day as we navigate a rapidly changing world shaped by societal challenges, technological advancements and shifting global dynamics. This year, we’ve advanced to be more creative, adaptable and resilient in bringing a purpose-led lens to everything we do. For example, our collaboration with R8dius, a majority Indigenous-owned professional services and technology business, is generating economic empowerment for Indigenous Peoples across Canada. We are also proudly supporting clients like BC Hydro by leveraging AI to build a more sustainable electrical grid and strengthen their cybersecurity to protect their customers’ access to energy. Through these types of collaborations, Deloitte puts our purpose into action, working with clients to create a more sustainable, innovative and prosperous Canada where everyone can thrive.

Our commitments, rooted in Purpose, empower us to make an impact that matters where it matters most within today’s complex economic and social environment.

**Sheri Penner**  
*Managing Partner, Purpose & Sustainability, Deloitte Canada*

LAND ACKNOWLEDGEMENT



We acknowledge that Deloitte offices stand on traditional, treaty, and unceded territories now known as Canada. We recognize that Indigenous Peoples have been the caretakers of this land since time immemorial, nurturing its resources and preserving its natural beauty. We acknowledge this land is still home to many First Nations, Inuit, and Métis Peoples, who continue to maintain their deep connection to the land and its sacred teachings. We humbly acknowledge that we are all Treaty people, and we commit to fostering a relationship of respect, collaboration, and stewardship with Indigenous communities in our shared goal of reconciliation and environmental sustainability.

Measuring our progress

Each year we measure the firm’s impact and its progress on purpose and sustainability during our fiscal year, considering four pillars:

- Business
- Environment
- Society
- Governance



# Business







In today’s complex global environment, organizations are facing increasing challenges, including economic uncertainty, geopolitical shifts, and technological disruption. In this landscape, a broad range of deep skills and perspectives is required, across markets, dimensions, and sectors to help leaders make responsible and balanced decisions—and act on them effectively.

Deloitte is built to help clients, people, and societies not only navigate disruption, but also actively shape the future and redefine what’s possible. Our multidisciplinary model allows us to bring together the technology, frameworks, tools, insights, and integrated solutions needed to help organizations transform the ways they do business, create enduring value, and stay competitive for the future.

Revenue and headcount

Total revenue  
In 000s

\$3,959,878

Total headcount



Total 15,562



## BUSINESS

### Empowering innovation and impact across Canada

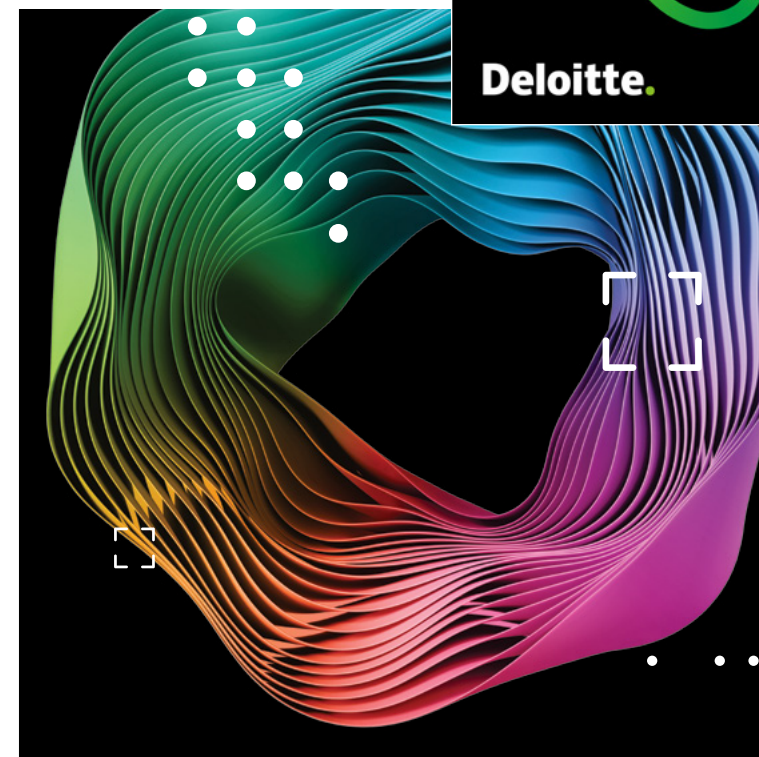
Every day, Deloitte is driven by a passion to make a positive difference—helping Canadians and Canadian businesses succeed, now and into the future.



Through initiatives like [Deloitte Ventures](#)—a \$150-million venture capital program—and [Wonder by Deloitte](#), we invest in and co-create with the next generation of innovators. These programs accelerate the growth of emerging technology companies and new ventures, fueling Canada's technology ecosystem and creating opportunities for prosperity at home and abroad.



**Full Circle: A Deloitte Canada Podcast** highlights Deloitte's commitment to tackling Canada's most pressing business challenges. The podcast explores the factors reshaping the national economy, examines the risks and opportunities leaders face, and discusses actions that can drive progress and impact. Available on [Apple](#) and [Spotify](#), each episode offers thoughtful perspectives and practical guidance to help leaders navigate an evolving business landscape.



**Stories of impact:** Discover how Deloitte collaborates with clients across sectors to harness GenAI, drive innovation, and transform challenges into opportunities—creating lasting impact and progress across Canada. [Read our stories.](#)



### Awards and recognition

We are proud to be recognized for our commitment to our people and dedication to fostering an inclusive, empowering, and sustainable workplace.

[View our list of awards and recognition.](#)



# Environment





ENVIRONMENT

Deloitte is helping to lead the way toward a low-carbon future by taking meaningful actions within our own operations and guiding our clients on their sustainability journeys.



Deloitte is committed to achieving net-zero emissions across our value chain by 2040, a target validated by the Science Based Targets initiative (SBTi) in September 2024. We are dedicated to fulfilling our commitments by embedding sustainability into our operations through initiatives such as internal carbon pricing and supporting high-integrity market solutions. In March 2025, Deloitte Canada achieved the **Gold Participation Tier** in the **Environment and Climate Change Canada Net-Zero Challenge**.

Beyond our internal progress, we are committed to making an impact that matters by advising clients on their energy transition journeys. Our teams provide tailored strategies to help clients transition to lower carbon solutions across their value chains at a pace that matches their objectives and is aligned with their business strategies.






- Business
- Environment
- Society
- Governance



Progress towards our targets

Deloitte’s long-term net-zero target, validated by the Science Based Targets initiative (SBTi), is to reduce absolute scopes 1, 2, and 3 emissions by 90% by 2040 from FY2019 levels, with the final 10% addressed through the permanent removal of remaining emissions.

	Emissions category	Long-term net-zero SBTi target	Near-term SBTi targets	FY2025 progress
Scope 1 (direct emissions from activities)	Natural gas	Reduce absolute scopes 1, 2, and 3 emissions by 90% by 2040 from FY2019 levels, with the final 10% addressed through the permanent removal of remaining emissions.	 <b>By 2030:</b> 70% reduction in absolute scope 1 and 2 emissions from FY2019 levels.	<b>74% reduction</b> Since FY2021, we have sourced renewable energy certificates (RECs) to compensate for 100% of our electricity emissions, in line with our commitment to the global corporate renewable energy initiative (RE100).
Scope 2 (indirect emissions from electricity, heating, cooling or steam purchased)	Electricity			
Scope 3 (upstream and downstream indirect emissions, i.e., value chain emissions)	Business travel		 <b>By 2030:</b> 55% reduction in business travel emissions per fulltime equivalent (FTE) from FY2019 levels.	<b>48% reduction</b> We have achieved a 48% reduction in business travel emissions per full-time equivalent (FTE), progressing toward our 2030 target of a 55% reduction. Deloitte continues to invest in innovative climate solutions, including Sustainable Aviation Fuel (SAF), to support the transition to lower-emission air travel and contribute to broader decarbonization efforts across the sector.
	Purchased goods and services		 <b>By 2025:</b> Engage with our major suppliers, with the goal of having the top 67% (in terms of emissions) set science-based targets.	While this target was not met, it prompted improvements across Deloitte including enhanced supplier segmentation, procurement practices, and new tools to assess emissions and track supplier engagement. This has strengthened Deloitte’s relationships with suppliers, many of whom are also clients. We will build on these efforts on our pathway to net-zero.



# 2025 Environmental Performance Statement

## Deloitte Canada’s greenhouse gas (GHG) emissions

This disclosure reflects the emissions of Deloitte Management Services LP, a member firm of DTTL in Canada and its respective affiliates. It reflects emissions from operations primarily in Canada and excludes certain investments which do not have a material impact on the emission calculations. A detailed description of this report’s boundaries and the performance measurement methods used is available in [Deloitte Global FY2025 Basis of Reporting](#). The information presented in this Environmental Performance Statement has been reviewed by Deloitte Internal Audit on a sample basis.

Globally, Deloitte has conducted independent limited assurance in accordance with ISAE 3410. Further details are available within [FY2025 Global Environmental Performance Summary](#). Due to rounding, the sum of the individual sections may not equal totals.

### Progress towards goals

Goal description	Goal year	Goal	FY2025 results
Reduce Scope 3 GHG emissions from business travel per FTE by 55% by FY2030 from an FY2019 base year	2030	-55%	-48%
Reduce Scope 1 & Scope 2 GHG emissions by 70% by FY2030 from an FY2019 base year <sup>1</sup>	2030	-70%	-74%
Source 100% renewable energy for buildings by 2030	2030	100%	100%

### Footnotes

<sup>1</sup> Deloitte procures and claims renewable electricity in accordance with the Climate Group’s RE100 Technical Criteria and Global Reporting Initiative (GRI) topic standard GRI 302: Energy 2016. This enables Deloitte to demonstrate commitment to our renewable electricity target and signal market demand.





Business

Environment

Society

Governance

GHG emissions inventory

GHG emissions by scope and source		FY2019 (base year)	FY2025
Metric tonnes CO <sub>2</sub> e			
Scope 1 GHG emissions by source			
Fuel combustion in buildings		2,530	1,124
Total scope 1 emissions		2,530	1,124
Scope 2 GHG emissions by source			
Purchased electricity – buildings (market-based) <sup>2</sup>		1,783	—
Total Scope 2 emissions		1,783	—
Scope 3 GHG emissions by source			
Category 1 – purchased goods & services (PG&S) <sup>3</sup>		8,014	44,498
Category 6 – business travel		33,016	20,308
Business travel: air travel (tank-to-wake emissions) <sup>5,6</sup>		22,300	16,920
Business travel: other sources		10,715	3,388
Category 7 – commuting (including teleworking)		n/a	7,030
Total Scope 3 emissions		41,030	71,836
Total Scope 1, 2 & 3 emissions (gross GHG emissions)		45,343	72,959
Beyond value chain mitigation: carbon credit purchases <sup>4</sup>		0	50,231

GHG intensity measures (emissions per full time equivalent (FTE))		Metric tonnes CO <sub>2</sub> e/FTE	
Business travel emissions		2.80	1.45
Gross operational (Scope 1 & 2) and business travel GHG emissions <sup>2</sup>		3.17	1.53
Gross GHG emissions		3.85	5.22

Scope 2 purchased electricity GHG emissions by methodology <sup>2</sup>		Metric tonnes CO <sub>2</sub> e	
Electricity (market-based)		1,783	—
Electricity (location-based)		1,783	1,536

Value chain mitigation (VCM)

Sustainable aviation fuel (SAF)

SAF is a renewable or waste-derived aviation fuel that meets sustainability criteria. SAF is produced from sustainable feedstocks including waste materials, such as used cooking oil, agricultural residues, and municipal solid waste, or potentially from purpose-grown crops. Current reporting standards do not provide a methodology for reporting of environmental attribute certificate purchases like SAFc within the boundaries of Scopes 1, 2 and 3 GHG emissions. Deloitte reports on these purchases and their impacts separately to share with others an example of how SAFc can be included in environmental reporting.

		Metric tonnes CO <sub>2</sub> e	
		FY2019 (base year)	FY2025
Tank-to-wake air travel emissions <sup>5</sup>		22,300	16,920
Well-to-tank air travel emissions <sup>5,6</sup>		4,646	3,525
Full life-cycle assessment (LCA) air travel emissions		26,947	20,445
Less: Sustainable Aviation Fuel Certificates (SAFc) purchased <sup>7</sup>		0	517
LCA air travel emissions with SAF		26,947	19,928
Business travel emissions with LCA air travel emissions and SAF		37,662	23,316
Total scope 3 emissions with LCA air travel emissions and SAF		45,676	74,844
Gross GHG emissions with LCA air travel emissions and SAF		49,989	75,967

2 In accordance with the Global Reporting Initiative (GRI) disclosure 305-2, Deloitte publishes purchased electricity emissions using both a location- and market-based methodology. The location-based method involves using an average national, regional or subnational emission factor that relates to the local grid from which electricity is drawn, whereas the market-based method involves deriving emissions factors from contractual instruments, allowing for a zero emission factor to be applied to portions of electricity consumption that is matched to a renewable energy source, resulting in lower emissions compared to the location-based method. Deloitte’s near-term science-based targets use a market-based methodology for purchased electricity, hence this figure is shown in the primary emissions inventory whereas the location-based figure is shown in a separate schedule for comparative purposes. Additional details on location- and market-based electricity emissions are provided in the Deloitte Global FY2025 Basis of Reporting.

3 Scope 3 PG&S emissions are calculated using data collected from select suppliers, combined with broad estimations of emissions per amount spent by purchasing category. As such, the uncertainty around these reported emissions is high. Deloitte will continue to review its approach to scope 3 reporting in the future, aiming to continually improve the accuracy of its disclosures. When these enhancements lead to a material change in a reported figure, Deloitte is committed to explaining the nature of the change, its reasoning for its appropriateness, and the variance compared to previous methodologies. Additional details on the methodology used to calculate PG&S emissions can be found in the Deloitte Global FY2025 Basis of Reporting.

Our methodology for reporting PG&S emissions has evolved due to changes in accepted practices and improvements in data granularity and systems. Not all methodology updates can be applied retrospectively and thus the comparability of FY2025 reported emissions against the baseline year is limited. We will continue to invest in supporting the systems, processes and controls in our emissions reporting as part of our ongoing improvements to the quality of our reporting.

4 In FY2025, we purchased carbon credits from carbon avoidance and carbon removal projects, either through offtake agreements or through purchases with ClearBlue Markets. ClearBlue Markets is an award-winning carbon market intelligence and advisory firm with extensive experience in environmental markets, regulatory policy, and carbon transactions. All the credits we purchased met one of the following standards: American Carbon Registry; BC Carbon Registry; or Verified Carbon Standard.

5 Tank-to-wake air travel emissions inclusive of radiative forcing would be 28,664 metric tonnes CO<sub>2</sub>e in FY2025 and 37,780 metric tonnes CO<sub>2</sub>e in FY2019.

6 Deloitte uses a distance-based methodology to calculate jet fuel emissions consistent with the Sustainable Aviation Fuel certificate (SAFc) Emissions Accounting and Reporting Guidelines. Deloitte currently reports scope 3 air travel emissions in the ‘GHG emissions by scope and source’ and ‘progress toward goals’ sections on a tank-to-wake basis, in line with the minimum category boundary requirement established by the Greenhouse Gas Protocol. Because SAFc represent emission reductions derived across the lifecycle of SAF, it must be compared to the full lifecycle emissions from its fossil fuel counterpart. Full lifecycle emissions (known as well-to-wake) includes upstream emissions from both the production and transportation phase (known as well-to-tank) and from the combustion phase (known as tank-to-wake). Emissions factors for the applicable classes of service were sourced from the UK’s Department for Energy Security and Net Zero (DESNZ). This methodology is used for both well-to-tank and tank-to-wake emissions.

7 SAF environmental benefits are transferred using SAF certificates (SAFc). One SAFc represents the environmental attributes of a metric ton of neat (i.e. unblended) SAF. Deloitte’s purchase of airline tickets in jurisdictions where SAF blending mandates are present are not considered to have a material impact on reported emissions.



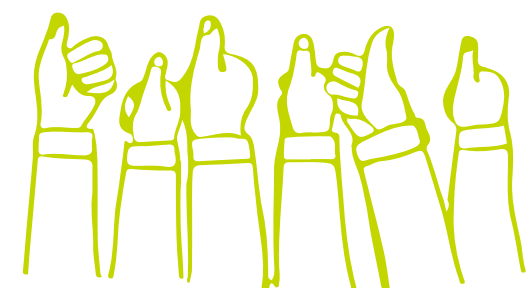
# Society







## SOCIETY



As a purpose-led organization, Deloitte is committed to making a positive impact by empowering our people to reach their full potential.

**We invest in learning and development**, including new GenAI courses, and support well-being through comprehensive benefits and wellness events. Our dedication has earned us a top 10 spot on the 2025 *Best Workplaces in Canada* list by Great Place to Work®.

Beyond the workplace, we leverage our people's skills through volunteerism and pro bono work with non-profits to address critical societal challenges. We also seek to be an active voice in and contribute to national conversations on topics like AI leadership and reconciliation, striving every day to help build a better, more caring world.



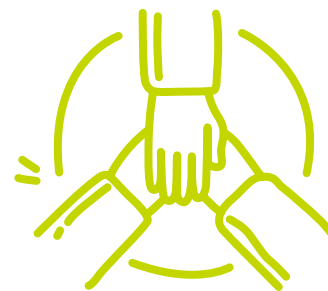
Business

Environment

Society

Governance





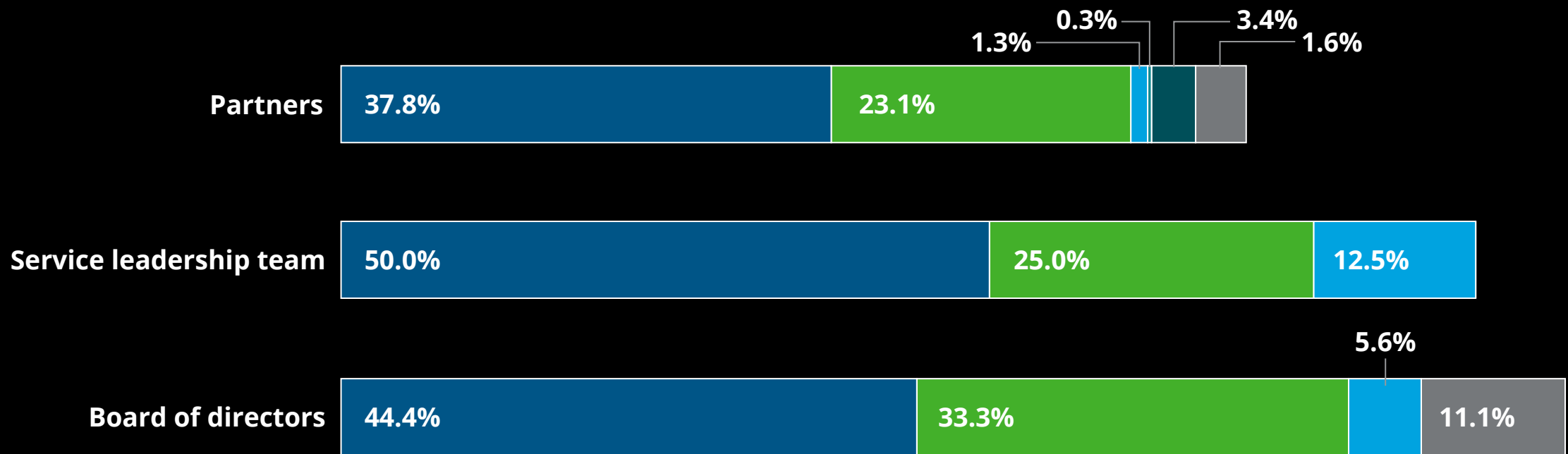
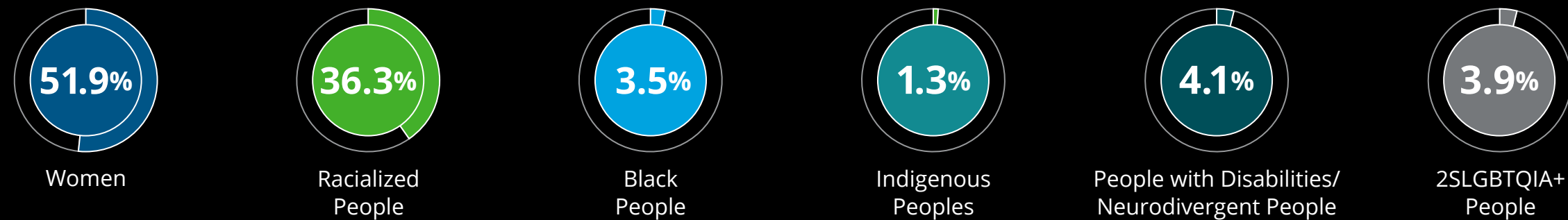
Deloitte is dedicated to fostering and maintaining a workplace where everyone feels they belong and can thrive.

Our **Diversity, Equity, Inclusion and Accessibility (DEIA)** vision is to continue evolving as a dynamic and inclusive organization where diverse perspectives from our people drive innovation, accessibility enhances productivity, and equity fosters sustainable growth—resulting in exceptional client impact and shared prosperity. [Read more about our vision.](#)

**Our Talent Value Proposition** (TVP) is what we stand for, what we strive for, and what our people can expect in return for all that they put into the firm—our TVP acts as an anchor for our Purpose and Shared Values. [Discover how Deloitte brings potential to life.](#)

# Current firm-wide talent grouping

Firm-wide\*



\*Includes R8dius





### Accessibility Action Plan (AAP)

Our AAP outlines Deloitte's commitment to creating a more accessible and inclusive environment for people with disabilities and neurodivergent people. Since launching our Renewed Accessibility Action Plan, Deloitte has:

- Provided our external events team with specialized training in planning and hosting accessible events and have developed an accessible event planning process, now in effect.
- Launched our updated, mandatory firm wide accessibility training, completed by all staff.
- Launched the NeuroConnect ERG which has over 175 members and growing, and the Neurodiversity mentorship program pilot.
- Achieved a 238% year-over-year increase in spend with People with Disabilities (PWD) and neurodivergent-owned businesses, exceeding our aspiration.
- Launched our Digital AccessAbility Centre of Excellence (CoE) under Deloitte Technology Canada, where we are investing in the accessibility of our digital assets and presence.

[Read our Renewed Accessibility Action Plan \(2025\).](#)



### Benefits and wellness

Our people shape how we make an impact. To promote a healthy workforce and drive engagement with our Health and Wellness programming, we organized a variety of fitness and wellness challenges throughout the year. In addition, we hosted regular wellness webinars covering a wide range of topics, such as menopause and women's health, financial wellness, mindfulness, Indigenous health, and nutrition.

To further support our employees in understanding and maximizing their benefits, we launched dedicated intranet pages focusing on the specific health needs of different employee groups, including women, men, 2SLGBTQIA+ people, neurodivergent people, Black people, and Indigenous Peoples. More information on our health and wellness programming can be found on our [Benefits page](#).



### Learning and development

Empowering our people to grow, thrive and lead in a changing world—in FY2025 our learning and development initiatives focused on:

- **Apprenticeship:**  
Fostered a more consistent approach to developing our people on the job, with the launch of our apprenticeship hub (18,803 site visits), firm-wide story sharing contest, and two targeted pilot experiences.
- **Deloitte University (DU) North:**  
DU North delivered 155 programs for our professionals, engaging 8,016 Deloitte learners. Supported by 875 facilitators, DU fosters growth, collaboration, and leadership excellence.
- **Development and Innovation Days:**  
We delivered two firmwide and two business-specific days, highlighting the importance of dedicated time and space to learn.
- **Enduring Human Capabilities:**  
Deloitte piloted a new learning experience for our people focused on building enduring human capabilities such as curiosity, connected teaming, and divergent thinking. Participants shared that the session made a meaningful impact, helping them strengthen essential skills that support their success at work and in their personal lives.





**Bloom Scholarship program**

In its fourth year, the Bloom Scholarship program addresses systemic barriers by supporting students from equity-seeking groups. This year, we awarded a total of \$125,000 in scholarships to 14 Black students, two Indigenous students, and nine students with disabilities or neurodivergent students. Recipients also had the opportunity to complete a work term at one of our Canadian offices.



**One Young World (OYW)**

The annual [OYW Summit](#) convenes emerging leaders from more than 190 countries to address critical global challenges. In September 2024, Deloitte Canada sent ten of our young professionals as delegates to participate in discussions on climate action, health equity, and Indigenous rights. This initiative reflects Deloitte’s commitment to empowering our people to drive impact and integrate purpose into their daily work for our clients and communities.



**GreenStars recognition**

In FY2025, our GreenStars platform helped us celebrate our people in a big way—over 53,000 recognitions were shared with more than 12,500 colleagues for their outstanding contributions to the firm. Through the program, we awarded \$2,245,000 in recognition value, shining a spotlight on the incredible impact our team members make every day.

A total of

**\$125,000**

in Bloom scholarships were awarded to

- 14** Black students
- 2** Indigenous students
- 9** Students with disabilities | Neurodivergent students





A diverse group of people, including men and women of various ethnicities, are seated in a modern office or meeting room. Several individuals have their hands raised high in the air, indicating active participation or agreement. The atmosphere appears positive and collaborative. The room has large windows in the background, letting in bright natural light.

121,503

# Business

## Environment

## Society

## Governance

6,984

**hours**—time dedicated to pro bono services  
(*voluntary and firm-funded*)

13,509

**hours**—time volunteered  
by our people in service  
to our communities

# \$3,285,167

### Total value of pro bono and volunteering efforts

# \$3,399,972

**Total donated** by our people  
and retired partners through workplace giving

**\$6,963,829**

**Total donated** by the firm, including in-kind donations



## Stories of impact

Together with our communities, we are driving progress to help build a Canada where everyone can thrive—[read our community impact stories.](#)



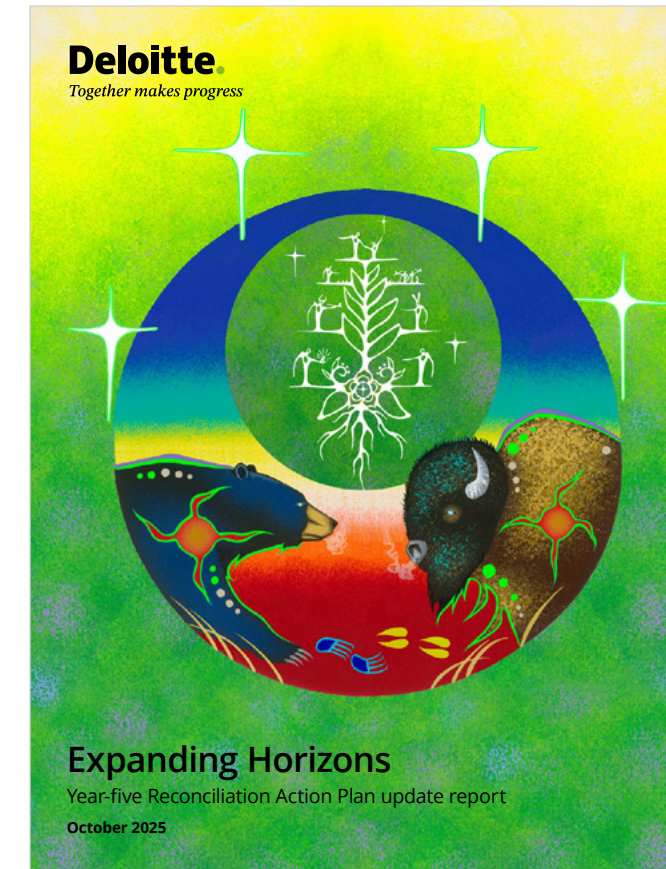
This year, Deloitte awarded the Community Changemaker Award to

**16** of our people, recognizing their exemplary community service.





As part of our commitment to building a more inclusive and equitable society in Canada, Deloitte recognizes the importance of advancing reconciliation and working collaboratively with Indigenous Peoples across Canada.



Our latest report, [\*Expanding Horizons: Year-five Reconciliation Action Plan\*](#) update, outlines both the progress we've made and the steps planned in relation to our 15 renewed commitments launched November 2024. These renewed commitments include initiatives such as Deloitte's [\*Nation Building Advisory\*](#) practice which offers strategic, governance, and operational guidance to Indigenous Nations, non-Indigenous governments, and corporations, helping to drive large-scale transformation and sustainable growth for communities across Canada. It also shares our commitment to [\*R8dius\*](#), an Indigenous-majority owned, Deloitte-supported technology and managed services business, helping to contribute to meaningful, measurable change.

### Expanding Horizons

#### Year-five Reconciliation Action Plan update report | October 2025

- Co-published volumes [4](#) and [5](#) of the *Voices of Indigenous youth leaders on reconciliation* series, leading to 17 media interviews and broader public engagement.
- Reached over 10,000 Indigenous youth through sponsorships, volunteering, and pro bono support.
- Exceeded our procurement goal by reaching 5.3% spend with Indigenous businesses, increasing suppliers by 72%, and onboarding eight new businesses for a total of 90 on our portal.
- In October 2024, we launched R8dius with 80% Indigenous employees, exceeding the 33% target.
- Our Nation Building team supported over 25 Indigenous Nations and organizations across Canada.





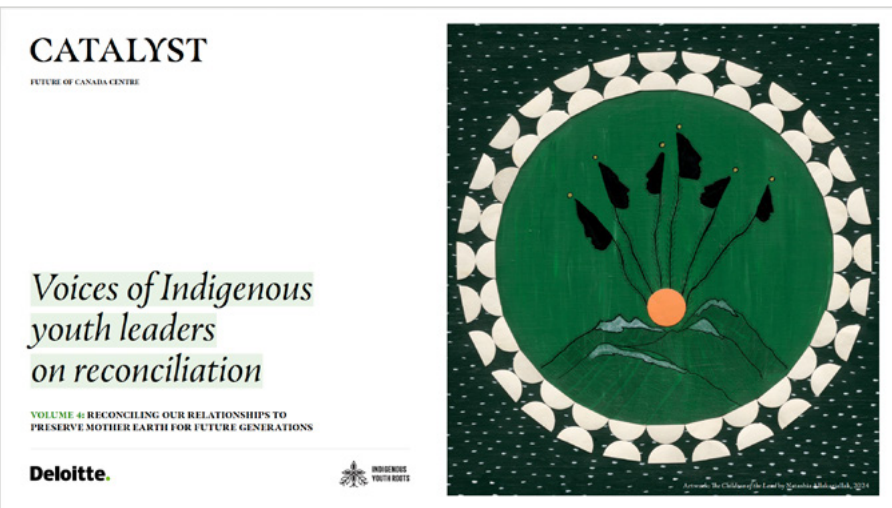
SOCIETY | OUR COUNTRY

Deloitte also seeks to be an active voice in national current affairs through our [Future of Canada Centre](#) (FCC). Its mission is to help drive the country toward greater economic growth and global competitiveness. The FCC brings together a team of Deloitte’s leading thinkers and seasoned leaders, each recognized as an influential voice of public policy.

Explore the FCC’s latest reports:

**Building Canada’s brightest AI future**

As AI moves from experimentation to large-scale implementation, this report outlines a strategic framework to support Canadian leaders in seizing this moment to realize our highest AI potential.



**Honouring Indigenous sovereignty toward a future of collective prosperity**

For Indigenous youth, true reconciliation means achieving this vision through agency and self-governance. But for this to happen, Indigenous sovereignty must be recognized, respected, and integrated into policy and practice across Canada.

**Reconciling our relationships to preserve Mother Earth for future generations**

First Nations, Inuit, and Métis communities have always nurtured a deep and reciprocal bond with the land, drawing life and wisdom from it while offering care and protection in return.



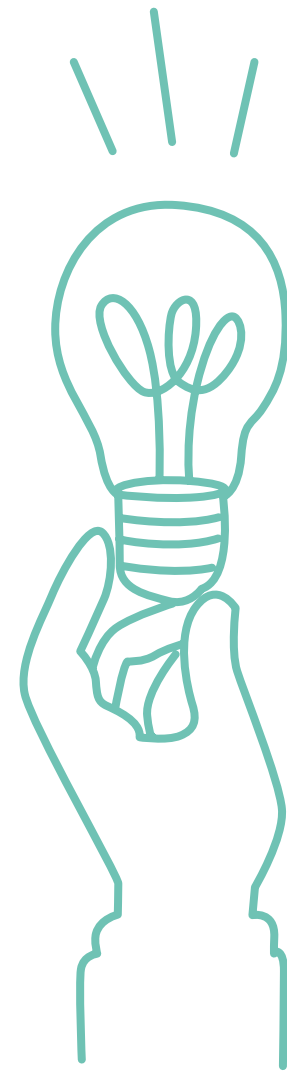


# Governance





## GOVERNANCE



At Deloitte, strong governance is the foundation of quality and trust—with our clients, our people, and the communities we serve. We uphold rigorous standards in risk management, compliance, data privacy, and ethics, reinforced by clear policies and a culture of accountability.

Our professionals complete ongoing training, screening, and conflict-of-interest disclosures to ensure integrity and confidentiality remain paramount.

Learn more about our approach to governance on our [Governance page](#), and explore our latest [Transparency Report](#) for details on our legal structure, governance framework, ethics and independence commitments, and quality management system.







#### Legal disclaimer

This publication contains general information only and Deloitte is not, by means of this publication, rendering accounting, business, financial, investment, legal, tax, or other professional advice or services. This publication is not a substitute for such professional advice or services, nor should it be used as a basis for any decision or action that may affect your business. Before making any decision or taking any action that may affect your business, you should consult a qualified professional advisor. Deloitte shall not be responsible for any loss sustained by any person who relies on this publication alone.

#### About Deloitte Canada

At Deloitte, our Purpose is to make an impact that matters. We exist to inspire and help our people, organizations, communities, and countries to thrive. Our work underpins a prosperous society where people can find meaning and opportunity. It builds consumer and business confidence, empowers organizations to find imaginative ways of deploying capital, enables fair, trusted, and functioning social and economic institutions, and allows our friends, families, and communities to enjoy the quality of life that comes with a sustainable future. And as the largest Canadian-owned and operated professional services firm in our country, we are proud to work alongside our clients to make a positive impact for all Canadians.

Deloitte provides industry-leading consulting, audit and assurance, tax, advisory and managed services to nearly 90% of the Fortune Global 500® and thousands of private companies. We bring together world-class capabilities, insights, and services to address clients' most complex business challenges.

Deloitte LLP, an Ontario limited liability partnership, is the Canadian member firm of Deloitte Touche Tohmatsu Limited. Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee, and its network of member firms, each of which is a legally separate and independent entity. Please see [www.deloitte.com/about](https://www.deloitte.com/about) for a detailed description of the legal structure of Deloitte Touche Tohmatsu Limited and its member firms.

To learn more about Deloitte Canada, please connect with us on [LinkedIn](#), [X](#), [Instagram](#), or [Facebook](#).

© 2025 Deloitte LLP and affiliated entities.

Designed and produced by the Agency | Deloitte Canada. 25-12398650