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Building better
futures

FY2023 Bermuda
Impact Report



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Overview



2,048

Total pro bono hours



Charitable highlight

Deloitte Bermuda has donated US\$25,000 to thirteen Family Centre families, providing them with an all-inclusive holiday experience. Family Centre is an accredited non-profit that provides free of charge mental health counselling services for children, teens, and their families, community outreach programmes, and advocacy initiatives.



1,963

Total volunteer hours



US\$136,680

Total charitable donations dollar value



Sustainability highlight

Our office has implemented a ban on single-use plastics in office. We will continue to use more environmentally friendly, non-plastic, compostable and reusable alternatives. For offsite events, we provide environmentally friendly alternatives for food and beverages. We have also installed energy-efficient light fixtures and light bulbs throughout the office building.



We are
Carbon Neutral
for FY2023



Message from Leadership



"The Deloitte Bermuda partners and employees gave back to the community in FY23 by giving of their time, money, and support. I take great pride in the impact we have made through our participation in the *WorldClass* and *WorldClimate* programs. We'll keep concentrating on projects that benefit Bermuda's environment, education, senior citizens, and children; and I am excited to keep making an impact that matters through the next year and beyond."

John Johnston

Chief Executive Officer
Deloitte Caribbean and Bermuda region



"The Committee has had an eventful year, and our staff use their skills to create an impact in the community. Annual projects like our support of the End-to-End, Youth Climate Summit and the Family Centre "Adopt A Family" Christmas program have become highlights of our corporate calendar. By way of Deloitte Impact Week, the firm was proud to support the Non-Profit Alliance of Bermuda members, previously the Inter Agency Committee for Children, Families, and the Community. Our math tutoring program returned, and we sent over 75 staff to impact days throughout the year."

Jimmy Caplice

Corporate Responsibility & Sustainability (CR&S) Partner
Deloitte Bermuda

Corporate Responsibility & Sustainability Committee



Jimmy Caplice
CR&S Partner



Leah Amaral
CSR Chair Support



Yvonne DeCosta
CSR Chair Support



Nicole Andreasen



Terri Andrews



Sierra Cabral



LaKea Dill



Muna Ibrahim



Jackline Nigigi



Sherika Parfitt



Llew Peniston



Valma Pipi



Mylan Simons



Kenneth Wangaruro

Our Purpose and Shared Values

Making an impact that matters, together

At Deloitte, our purpose is to make an impact that matters. It leads us to focus on accelerating equity, sustainability, and shared prosperity through all that we do because that's the type of impact that matters to us, our clients, people, and communities.

Our Shared Values are at the heart of what we do

Our [Shared Values](#) are at the core of each decision we make, guide our actions, and help us deliver impact where it matters most for our clients, our people, and society.

- Lead the way**
We are not only leading the profession, but also reinventing it for the future. We are also committed to creating opportunity and leading the way to a more sustainable world.
- Serve with integrity**
By acting ethically and with integrity, we have earned the trust of clients, regulators, and the public. Upholding that trust is our single most important responsibility.
- Take care of each other**
We look out for one another and prioritize respect, fairness, development, and well-being.
- Foster inclusion**
We are at our best when we foster an inclusive culture and embrace diversity in all forms. We know this attracts top talent, enables innovation, and helps deliver well-rounded client solutions.
- Collaborate for measurable impact**
We approach our work with a collaborative mindset, teaming across businesses, geographies, and skills to deliver tangible, measurable, attributable impact.

Our Commitments

WorldClimate

As a purpose-led organization, we are demonstrating our commitment to address climate change through [WorldClimate](#), our strategy to achieve net-zero emissions by 2030, “operate green,” and extend our impact beyond Deloitte.

Reduce emissions:
Commitment to science-based net-zero with 2030 goals

Embed sustainability:
Address internal policies and practices

Empower individuals:
Educate and inspire Deloitte people to act on climate change

Engage ecosystems:
Engage with ecosystems to address climate change



We are Carbon Neutral!

We are Carbon Neutral for all Scope 1, 2, and 3 GHG emissions, i.e., total emissions from operations, business travel, and purchases of goods and services.

WorldClass

Making an impact that matters, one future at a time.

WorldClass is Deloitte’s global ambition to impact 100 million people by helping them prepare for the opportunities of the Fourth Industrial Revolution. Through our [local CBC WorldClass commitment](#) to affect 85,000 lives and support our communities, we are channeling our expertise into addressing education for the youth, financial and entrepreneurial skills for women, and technology education for all age groups (youth and seniors). We are developing direct programs and collaborations with NGOs, schools, and charities, that will help these people develop the skills necessary to succeed, improve access to and quality of education, and ultimately create new opportunities for them. Around the world, we are committing to making a material impact, one future at a time.



Environmental Impact

Over the past year, we have also been reminded how big challenges can inspire tremendous human ingenuity and creative solutions. We have remained committed to climate action and are taking meaningful steps to bring our commitments to life, even in the face of economic headwinds and an energy crisis.



Environmental Impact

IMPACTDay

Over 75 members of staff at our Deloitte Bermuda office stepped away from their desks to volunteer with local non-profits. On three different days in November, April, and May, our people volunteered with various organizations, including the Bermuda Aquarium & Zoo, the Living Reef Foundation, and the St. George's Foundation.



"It was an amazing experience volunteering with the National Trust. We spent the day clearing invasives to preserve endangered species, while also planting new trees and mounting park benches. Despite the light showers throughout the day, no one on the team was discouraged. It was fully satisfying to contribute our part in making Bermuda's environment more sustainable for the future." - Oladapo Siyanbola, Senior Consultant and volunteer Team Leader for the Bermuda National Trust activities



Youth Climate Summit

Deloitte Bermuda has been a proud sponsor of the Youth Climate Summit, hosted by the Bermuda Underwater Exploration Institute since its inception in 2021. This year, we continued our commitment to educating Bermuda's youth on the topic of climate change as Visionary Partner. The weeklong event, which took place in FY2023, allowed students to hear from and directly speak with local and global experts, leaders, and activists in the fields of Environmental Conservation, Sustainability, and Climate Justice. Following the Summit, the participants are now launching their own initiatives, partnering with local NGOs on a year-long, action-based volunteer project managed by a peer-elected, Youth Climate Advisory Board.



"Deloitte was thrilled to support the Youth Climate Summit for the second year. The event provides an immersive educational experience for hundreds of middle and high school students, aimed at piquing a long-standing interest in climate justice and activism. At Deloitte, we're committed to bettering our society and local environment, and our partnership with the BUEI on this fantastic initiative is always an easy choice." – Brett Henshilwood, Risk Advisory Partner

Societal Impact

We are committed to investing in education and skills development, climate action, humanitarian responses, and the most pressing needs in our local communities. Deloitte's approach is to help lead the way and inspire powerful collaborations that enable our people to work with clients and community organizations on shared solutions.



Societal Impact

35th Annual Convex End-to-End

For the fifth consecutive year, Deloitte Bermuda was proud to participate as a Platinum Sponsor of the Bermuda End-to-End. This event is a pillar of Bermuda’s charitable sector and sees over 2,000 participants set foot to Bermuda’s roads to raise money for a select number of non-profits. Deloitte, again, welcomed walkers, runners, cyclers, and more at the Somerset Bridge water stop. For the third year in a row, Deloitte was voted “best water stop” by participants.



“It’s a privilege to be a part of this incredible initiative that, for so many years, has continued to make an impact on Bermuda’s charitable sector and the communities that they benefit. We’re thrilled to have won the People’s Choice Award for best water stop. We love providing participants with a well-deserved break. This award is the cherry on top of another fantastic year with the End-to-End.” – Leah Amaral, Marketing Manager



“Adopt a Family” Christmas Program

Deloitte Bermuda was thrilled to continue partnering with the Family Centre, an NGO dedicated, for over 30 years, to improving the lives of families across the island by providing accessible and free mental health counselling services for children, teens, and their families, as well as engaging in outreach and advocacy initiatives. Our firm contributed to the Family Centre’s Adopt a Family initiative for the fourth consecutive year. With the help of a \$25,000 donation, thirteen Family Centre families received an all-inclusive holiday cheer experience. The funds were used to purchase gifts, including Christmas stockings for each family member, electricity and grocery vouchers, as well as holiday meals for each family. Deloitte volunteers were placed into teams and assigned to the families. On their own time, our volunteers purchased and wrapped gifts for the children and parents in their designated families.



“The Family Centre provides our community with much-needed services for families to thrive. The partners and entire team here at Deloitte Bermuda are pleased to bring some holiday relief to their families, making an impact that matters, one future at a time.” Jimmy Caplice, CR&S Partner



Societal Impact (Cont.)

Non-Profit Alliance of Bermuda

The Non-Profit Alliance of Bermuda is committed to strengthening and unifying Bermudian nonprofits through education. In May 2023, as part of our *Impact Every Day* activities, we continued our partnership with the Non-Profit Alliance to provide a multi-day training session for its clients. Through this initiative, our people volunteered their time and leveraged their expertise to deliver training sessions to 54 persons from non-profit entities. We were delighted to enhance their understanding of topics critical to the sustainability of their organizations, such as budgeting, best practices in recruitment, interpreting financial statements, and developing risk management plans.



“Giving back to our local community is always a pleasure. I had the pleasure of presenting on Building Operational budgets during our session with the Non-profit Alliance and it was wonderful to witness the excitement and engagement during the session. It was even better knowing that a few hours spent in the session would have a lasting impact on the lives of many Bermudians for years to come as the strategies and tools discussed are put into practice to enhance the local charities financial platform.”

– Jarita Vickers, CFO



Learn more about Deloitte Bermuda, our people, and our commitment to making an impact that matters.



[Explore our website](#)

Read Deloitte's Global 2023 Impact Report



[Download it here](#)





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