



Building better
futures

FY2023 Cayman
Islands Impact Report

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Overview



1,892

Total volunteer and pro bono hours



\$440,836

Total value of volunteer and pro bono hours



\$494,366

Additional investment in community programs and donations



13,605

Total hours of learning for staff



We are **Carbon Neutral** for FY2023



Societal highlight

Amongst other key initiatives, we continued our longstanding support for the work done by Literacy Is For Everyone, a non-profit organization dedicated to significantly increasing national child and adult literacy levels. Our people volunteered for our signature Thrive by Five program, reading stories to the children enrolled in the program. We impacted 286 children and supported the efforts of the 50 teachers and caregivers who are instrumental in their development.



Sustainability highlight

At Deloitte Cayman Islands, we are committed to making responsible choices that complement our *WorldClimate* objectives. Our relocation to a LEED-certified building aligns with our goal of operating green and sustainably.



Note: all dollar values are listed in USD

Welcome to our FY2023 report

“The year 2023 marked our firm’s 50th Anniversary of impact in the Cayman Islands. From a small office in 1973 to a world-class talent and business leader today, Deloitte’s story has been driven by a purpose to make an impact that matters and steered by a vision to build better futures together. As a team, we are guided by our intention to lead the way, which includes taking progressive and consistent actions that align with the global pursuit of a sustainable future for humanity and the environment.

The global Sustainable Development Agenda calls for us all to see ourselves as active parts of the global ecosystem and as agents of change and drivers of progress. This understanding is well-embedded in our ethos at Deloitte Cayman Islands, and underpins our continued dedication to working toward achieving Deloitte’s *WorldClimate* goals. It is the basis upon which our people have been stewards in our community and to the environment, engaging in initiatives that can foster a sustainable future for all.

Achieving the global Sustainable Development Goals is possible, but only through collective and meaningful action. At Deloitte Cayman Islands, we understand that we must be part of the solution. With a steadfast commitment to promoting a sustainable and climate-friendly approach to our operations, we commenced the relocation of our office to a LEED-certified building, which was completed in September 2023.

As we embark on a new year, we would like to thank our community partners, our people and leadership, including our Managing Partner Emeritus Stuart Sybersma, for their commitment to making an impact together through our work and actions every day.

For FY2024 and beyond, our impact mandate and investment remain focused on developing, mentoring, and sponsoring young Caymanian talent, advancing programs that support children and youth’s development, and promoting environmental sustainability.

We invite you to explore some of these initiatives in our Impact report.”



Cindy Hislop
Managing Partner
Deloitte Cayman Islands



Odette Samson
Corporate Responsibility &
Sustainability (CR&S) Partner
Deloitte Cayman Islands



Clarisa Pelozzi
Corporate Responsibility &
Sustainability (CR&S) Leader
Deloitte Cayman Islands

Corporate Responsibility & Sustainability Committee

In the Cayman Islands, our impact activities are spearheaded by our CR&S Committee, known as the Community Ambassadors Team 'CAT'. The CAT is formed by employees from all departments who are passionate about and champion Deloitte's purpose and presence in our community.

Special thanks to our outgoing members from FY2023: Yvonne Plamondon – WorldClass Champion, Harshita Agarwal, Gbenga Ajileye, Annella Graham-Campbell, Danielle Hennings, Erica Lee, Brittany Scott, Lisa Watler

Committee Champions



Odette Samson
CR&S Partner
CAT Champion



Clarisa Pelozzi
CR&S Leader
CAT Co-Chair
and Champion



Alexandra Forssell
WorldClass
Champion



Carly Dignam
WorldClass
Champion



John Jabs
WorldClimate
Champion



Justine Freese
CAT Co-Chair
WorldClimate
Champion



Tamarah Margolis
CAT Co-Chair
Community
Champion



Lillieth McLaughlin
Community
Champion

Community Ambassadors Team Members



Ashley Arnardu



Claire Carter



Kirsten Cellier



Elaine Douglas



Ileana Ebanks



Stephanie Frost



Shelley Law



Mohit Mudgal



Jennifer Pratt- Wagner



El izna van der Wal



Na tasha van Wyk

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 to 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

Earth Day beach clean-up

We joined more than 2,500 volunteers at the Cayman Islands Chamber of Commerce's Earth Day beach clean-up. We were proud to make a meaningful impact in our community, collectively clearing two truckloads of debris and recyclable materials.



Fundraising 5K Cayman Turtle Crawl

Team Deloitte participates annually in this fundraiser organized by the Cayman Turtle Conservation and Education Centre 'CTCEC' in support of the marine conservation of green sea turtles. We were pleased to support again, and help continue the Centre's research, conservation, and education programs; all working together with one key goal at heart – Saving our Cayman Sea Turtles.



Environmental Impact

IMPACT Day 2022

During our annual volunteer day, our office closed as Deloitte employees traded their laptops for tools and went out to volunteer in the community. We gave our time to several environmental non-profits and conservation projects including Plastic Free Cayman's, the Blue Iguana Conservation, Reef Renewal Cayman Islands' East End Coral Nursery, and the Cayman Islands Humane Society.



Sustainability at GAIM Ops Cayman 2023

As one of the Principal Conference Sponsors of this leading global investment management conference, Deloitte has made sustainability a focus on the agenda over the years through various initiatives. In 2023, in lieu of merchandising, we donated to Reef Renewal Cayman Islands and the Cayman Turtle Conservation and Education Centre, two non-profits that are working to help mitigate the impact of climate change in the Cayman Islands.

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

Throughout FY2023, Deloitte Cayman Islands was consistent in its contribution to the CBC's regional *WorldClass* goal of impacting 85,000 lives by 2030. To this end, this office supported its local community by leveraging the expertise of its people, as well as its financial resources, totaling over US\$56,000 toward supporting initiatives and NGOs aligned with improving youth and adult education, skills development, entrepreneurship, and employability. We contributed to fundraisers such as the Big Brothers and Sisters of Cayman 5K Walk/Run, initiatives hosted by the 100 Women in Finance Association, Help for Children, and the Special Olympics Cayman Islands. Our office was also a platinum sponsor of the Cayman Islands Monetary Authority's Charity 5K Walk/Run aimed at advancing literacy in Caymanian primary schools.

Scholarship and Work Placement Initiatives

We remained committed to supporting and advancing the tertiary educational and career pursuits of talented Caymanian students. Through our annual Scholarship Program, we provided financial support and professional development to three new students. In our Work Placement Program, we also impacted ten students from local public and private schools with hands-on experience during the school year. These new students joined the larger team of Scholarship, Internship, and Work Experience students currently enrolled in our programs.

WorldClass partnership: Literacy Is For Everyone (LIFE)

As part of its *WorldClass* outreach and engagement, our Cayman Islands office continued its longstanding partnership with Literacy Is For Everyone 'LIFE', a non-profit organization dedicated to significantly increasing child and adult literacy levels across the Cayman Islands through a range of programs and initiatives. Our people volunteered time during the workweek to read to the children enrolled in our signature *WorldClass* program, Thrive by Five. The program is sponsored annually by Deloitte and implemented by a dedicated team at LIFE, and is aimed at building a solid foundation in literacy for 0-5-year-old children from underserved preschools in Cayman. It also provides training and development for educators and workshops for parents, offering a holistic approach to supporting early years literacy and developmental skills. During FY2023, we were able to impact 286 children and support the training and work of 50 teachers and caregivers who are instrumental in their development.



"I've volunteered with the Thrive by Five program for over two years, where, once per week, Deloitte allows me time during the workday to read to the children at the Precious Gems Preschool and Aftercare Centre. On a weekly basis, I interact with about 40 kids, whose genuine personalities, sense of humor, and creative thinking I genuinely enjoy! I'm honored to have had the opportunity to play a part in the growth and intellectual development of these children over the years, as well as support the work of the dedicated teachers and caretakers at the school."
-Carly Dignam, Senior Manager, Financial Advisory and LIFE program volunteer



Societal Impact

Celebrating 5 years of IMPACT Week

During FY2023, our Cayman Islands office celebrated the 5th anniversary of IMPACT Week. Each day, we hosted a different initiative for a different beneficiary. These included environmental causes as well as societal impact projects, such as a blood donation drive in collaboration with the Cayman Islands Blood Bank, a clothing donation drive for the Cayman Islands Crisis Centre, a book donation drive for Literacy is for Everyone 'LIFE' (which also benefitted the Cayman Islands Humane Society). Our people and partners raised also over US\$7,000 in support of our signature *World Class* program Thrive By Five, to further our commitment to support early childhood literacy.



Light Up The Night Walk

Team Deloitte joined over 1,600 walkers in March 2023 to support the Breast Cancer Foundation "BCF." With glow sticks and steady steps, we turned Seven Mile Beach pink to help raise awareness and funds for the non-profit's Wellness Program, which focuses on supporting breast cancer patients and their families in Cayman.



Annual Holiday Drive to benefit children, seniors and families

During December 2022, for our traditional Holiday Drive, our people fundraised to benefit families served by the Department of Children and Family Services, Big Brothers Big Sisters, and Meals on Wheels. Together, through a variety of initiatives around the office including a World Cup challenge, we raised over US\$17,000 which allowed us to provide gifts, meals and hampers for almost 130 children, families and seniors in our community.



Learn more about Deloitte Cayman Islands, 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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