



Building better
futures

FY2023 Trinidad
Impact Report



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Overview



134
Total pro bono
hours



463
Total volunteer
hours



US\$9,968
Total charitable
donations dollar value



We are
Carbon Neutral
for FY2023



Charitable highlight

Our people continue to dedicate their time and efforts to supporting non-profits such as Animals 360 with their statutory requirements and reporting.



Sustainability highlight

Through our internal zero-waste training, we seek to empower our professionals to maximize the use of products for events and consider the environmental and social impact of our operational decisions.



Message from Leadership

“At Deloitte Trinidad, we have a central focus on societal and environmental impact as part of our purpose to make an impact that matters within our local communities. Through the continued commitment of our professionals and leaders, we are happy to announce we have been able to heed the call for support within our local communities.

Building future leaders

Over the past fiscal year FY23, we were able to grow our Future Build Program to encompass three secondary schools and two universities, a huge step from where we started two years earlier, with our pilot program at one secondary school. Through this initiative, as well as participating in tertiary career fairs, we supported with skills development and financial planning to help students plan their future career paths and prepare them for success.

Lending a helping hand

To address the social needs within our local communities, our professionals also identified families in need and we were able to provide financial assistance through our annual Holiday Hamper Drive.

Empowering our people

We also continue to be committed to address the climate challenge and empower our people to be climate champions in their professional and personal lives. In the last fiscal, we focused on providing our people with the tools and knowledge they need to be game-changers. Through our climate awareness workshop, zero-waste training, energy efficiency webinar, electric and hybrid demos and formulating our in-house Green Team, we are dedicated to facilitating a culture of climate action within our organization. This is firmly supported by our office's Sustainability Policy and Supplier Code of Conduct.

Our commitment

Further aligned with Deloitte's existing pledge to achieve net-zero emissions by 2030 as part of our WorldClimate initiative, we have also continued to aggressively seek to reduce our carbon emissions as we have in past years. We are proud to announce that we have been carbon-neutral for the past three years.

The management team and Partners of Deloitte Trinidad is extremely proud of our progress over the last year and thank our people for their commitment to our [Shared Values](#) and global [WorldClass](#) and [WorldClimate](#) initiatives. We truly believe a culture of collaboration goes a long way to enhancing and impacting the lives within the wider community and the world we live in and look forward to continuing to show our commitment to this.”



Rikhi Rampersad
Managing Partner



Derek Mohammed
Corporate Responsibility
& Sustainability (CR&S)
Partner



Sonja Julien-Wells
Corporate Responsibility
& Sustainability (CR&S)
Leader

Corporate Responsibility & Sustainability Committee and Green Team



Derek
Mohammed
CR&S Partner



Sonja
Julien-Wells
CR&S Leader



Christine
Dalkan
CR&S Coordinator



Lisa
Teewarie-Sankar



Maritza
Bengochea



Ria
Ramjattan-Garcia



Ria
Sooknarine



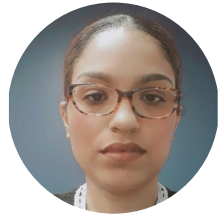
Salaina
Jagroop-Gowrie



Varesha
Besai



Ria
Ramroop



Jade-Dee
Theroulde



Dale
Connell



Gershon
James



Candice
Fermine



Siobhan
Tull



Ayoola
Samuel



Avionne
Mark



Tessa
Joseph



Umesh
Nandalal



Janis
Mollineau



Khalid
Hosein



Casey
Ramdeensingh



Alexandria
Shouldeen



Nadia
Khan-Bheekoo

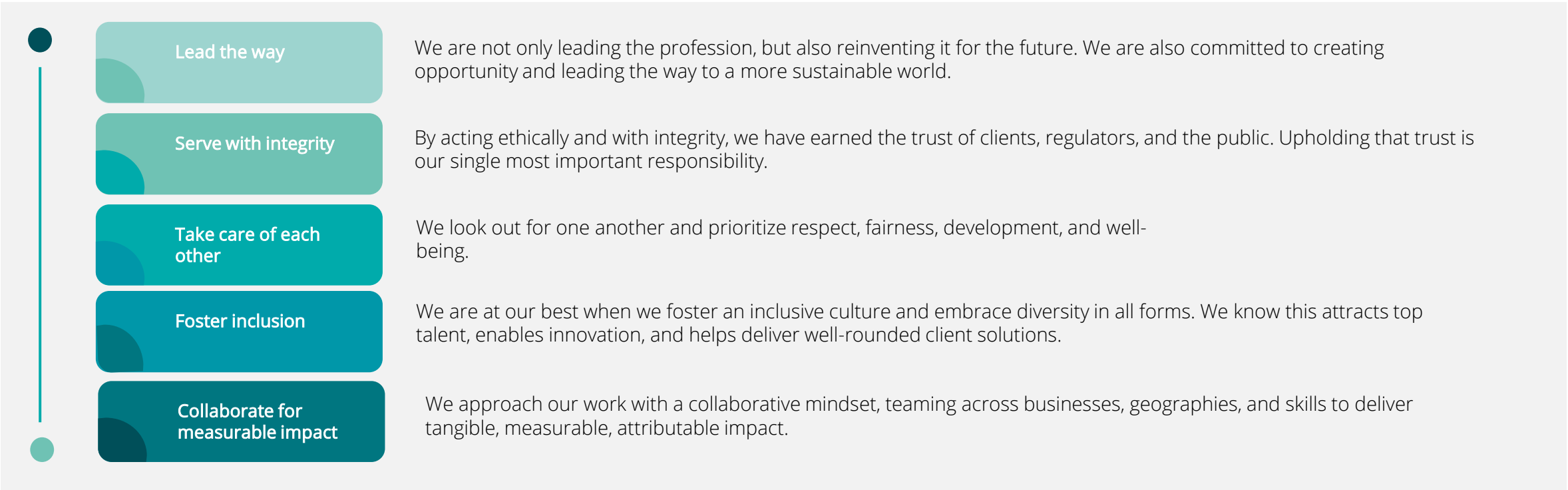
Our Purpose and Shared Values

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.



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

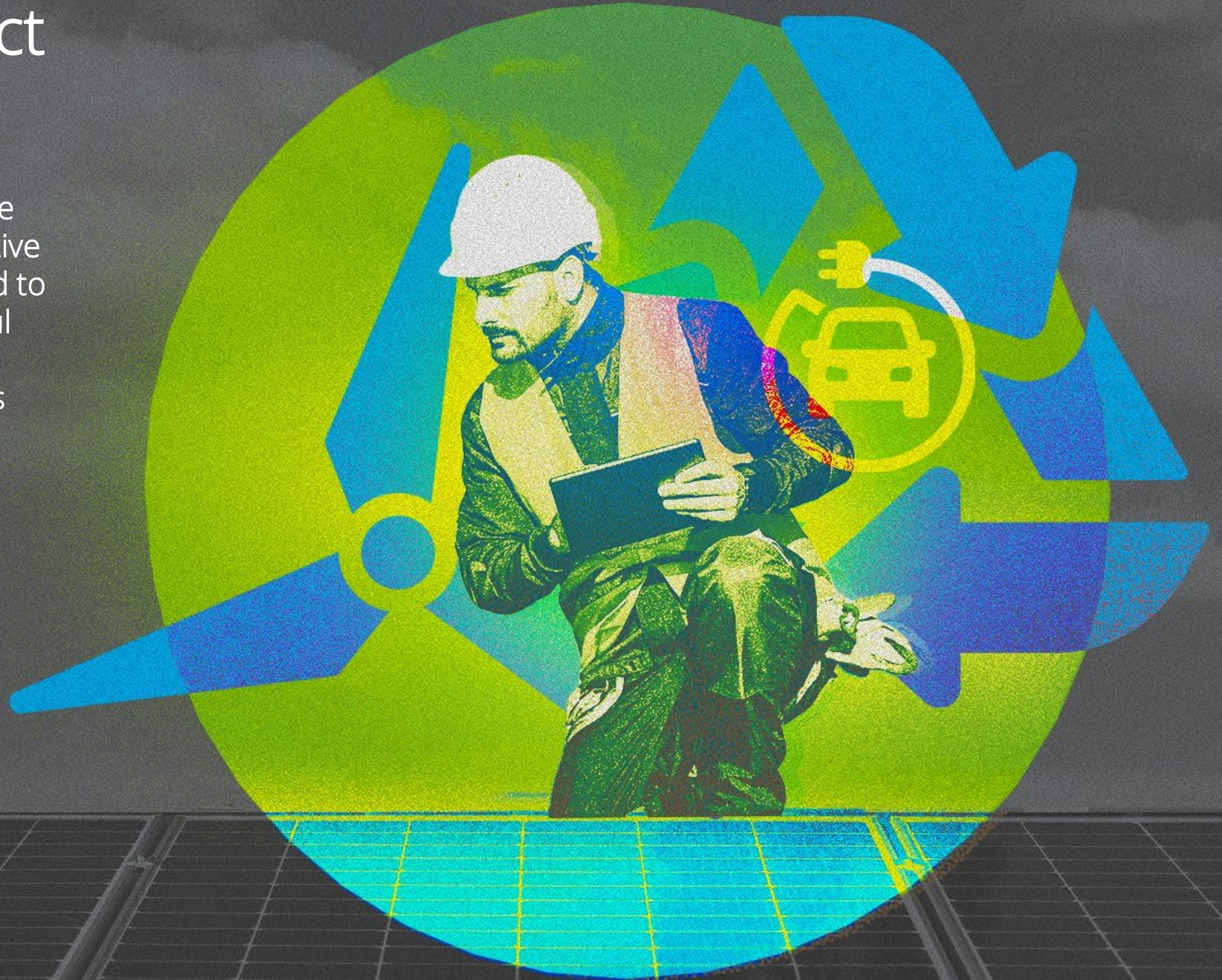
Making an impact that matters, one future at a time.

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.



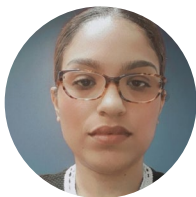
Environmental Stories

Beach Clean-up

In FY2023, we created the Choose To Refuse Challenge, where we encouraged our people to come together to do sustainable activities utilizing environmentally friendly materials. For this challenge, our team decided on a clean-up at the 100 Steps beach, Trinidad. We managed to gather, sort, and properly discard approximately 200lbs of litter from the beach. Eco-friendly materials were used, including biodegradable trash bags, fabric garden gloves, latex biodegradable gloves and a garden rake.

The beach itself had minimal garbage however the path to the beach was disastrous, despite the many little ‘no littering’ signs. Our team collected:

- Glass bottles
- Plastic bottles
- Plastic cutlery
- Plastic bags
- Aluminum cans
- Miscellaneous items, mostly candy wrappers



“The beach had many little signs for ‘no littering’ yet there was so much garbage. Our impact made the beach 200lbs of litter lighter. It is our hope to inspire others to do the same. We are so happy that Deloitte is committed to environmental sustainability; that as staff we are allotted time throughout the year to make an impact!”

– Jade-Dee Theroulde, Financial Advisory Senior Administrator

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.



Future Build Program

Two years ago, we launched our Future Build Program amidst a global pandemic, as we sought ways to continue to make a positive impact despite the physical restrictions. This program forms part of our commitment to *WorldClass*, Deloitte’s global ambition to impact 100 million people by 2030.

The aim of the program is to empower students through career development and life skills and is conducted by our professionals via the Zoom platform. Between November last year and this April, we delivered workshops to students of the College of Science, Technology and Applied Arts of Trinidad and Tobago (COSTAATT) and the University of the West Indies, across various topics, such as Technology & Cyber, Networking and Community Outreach and Career Journeys. In May 2023, our professionals also engaged with secondary students to deliver six workshops to three schools; East Mucurapo Secondary School, Woodbrook Secondary School and Queen’s Royal College. The topics included:

- 1.Communication Skills and Navigating Technology;
- 2.Ethics & Work Ethics;
- 3.Goal Setting and Education;
- 4.Responsibility & Accountability;
- 5.Resume Building and Interview Preparation, and
- 6.School Learning and Workplace Skills

Through our local *WorldClass* commitment to make an impact that matters, we are applying our core skills and experience to empower students to develop direct programs and collaborations, that help secondary and tertiary students to build important life skills that instill a professional work ethic and help them to aim for a career that aligns with their values, interests and skills.



“Deloitte’s Future Build Program has been an amazing experience thus far, as we have been given the opportunity to give back to the Gen Z era, as we work to prepare them for a digital age, climate anxiety, and a shifting financial landscape. I truly enjoy speaking about my career stories, guiding them on how to find their very own niche and working with them on their elevator pitch to market themselves to be equipped for a more revolutionized working environment.”

– Salaina Jagroop-Gowrie, Financial Advisory Senior Associate



Societal Stories

Planning for life after campus

Helping upcoming professionals position themselves for success!

We believe that it is critical to provide students with the necessary tools and resources to find meaningful work in the new world economy. Deloitte Trinidad's professionals apply their skills and experience to contribute to this ambition every year.

UWI World Work Recruitment Fair

As part of this commitment, our professionals paused their busy schedules in March and April 2023, to volunteer and contribute at the annual World of Work (WoW) Recruitment Fair hosted by the University of the West Indies. Our people were on the ground, applying their skills and experience to guide young, upcoming professionals to map out their career paths and position themselves for success.

USC's Career and Business Week

For the first time, we also participated in the University of the Southern Caribbean's (USC) Career and Business Week in March 2023, connecting with approximately 40 students on the Importance of Financial Literacy. Students were offered insights into budgeting, financial planning and finding a competitive edge through professional designations.



"Being part of Deloitte's team for UWI's WoW Recruitment Fair was an engaging experience. Having the opportunity to share my journey as an HR professional with such a vast range of students was truly a check off my career bucket-list. I was also able to learn more about the students, their programs, hopes and aspirations and provide guidance to help them on their own career paths. It provided a platform for us as young professionals to pass on major career lessons we have had – I shared my story, starting as an intern at Deloitte and progressing into my new role; to show that you can start small but hard work and a good attitude can take you to new heights. My hope is to be part of similar initiatives in the future, as it is definitely a value-add for the youth and young adults to hear real stories from real people, and for us as professionals to have the opportunity to help the next generation as they embark on their own journeys."

– Ayoola Samuel, Talent Coordinator



"Embracing the chance to revisit my roots at USC during their 2023 Career and Business Week was more than just a return to my alma mater; it was a commitment to nurturing the future by sharing the invaluable lessons of budgeting and financial literacy with the next generation of aspiring professionals. In giving back, we pave the path for success."

– Akid Vidal, Audit Associate

Purpose through pro bono: Passion to make a difference

At Deloitte Trinidad, pro bono opportunities provide our people with the occasion to tap into their expertise to lend a helping hand to non-profits and other organizations. Over the years, it has been an excellent way for us to dedicate ourselves to what we are passionate about and excel at and be able to equip others to make an impact in the wider world. Our aim is to assist start-ups, social enterprises and local organizations to build their financial and business models, as well as support them through mentoring, business consulting, and other skills-based workshops.

Business Chemistry workshop

In April 2023, we were able to share with 22 professionals of our Ministry of Education, Student Support Services Division (SSSD), on different working styles to help with their team building efforts. Our consulting professionals leveraged Deloitte's Business Chemistry framework to help this team of leaders and seniors in their aim to build stronger relationships within the team and to understand the value each person brings to the unit. The SSSD delivers an array of psycho-social, educational and behavioral services for students across our nation, including career guidance and specialized services for children with moderate and severe Special Educational needs, behavioral issues and clinical issues.



"I had the pleasure of co-facilitating a pro bono Business Chemistry (BC) Fundamentals session for leaders in the Division of Student Support Services of the Ministry of Education. This team is charged with managing the provision of student support through social work and counselling services for all public schools. Being able to impart my knowledge and experience through the medium of BC to this team that positively impacts the health, wellbeing and welfare of thousands of children across our nation's schools was a highly rewarding experience."

– Ravi Rampersad, Consulting Director



Societal Stories

Animals 360 Foundation Incorporated

We always encourage and support our professionals to volunteer in areas where their passions lie. Locally, Animals 360 Foundation Incorporated has been making excellent strides to help improve animal welfare through promoting humane animal care and responsible animal ownership, and supporting the healthy, happy lifestyles of animals.

Over the past nine (9) years, our Risk Advisory and CR&S Partner, Derek Mohammed and Finance Senior, Salma Hosein, who both have a passion for helping animals, have consistently dedicated their time and efforts to helping this non-profit in any way they can. With the substantial increase in the number of pets being abandoned because pet owners cannot afford to keep and feed them, Animals 360 has been instrumental in making spaying and neutering more affordable to low-income households. This helps to decrease overpopulation which sustainably benefits pets and the planet. Approximately 1000 animals are spayed and neutered annually through the program.

To support the foundation with their nationwide efforts, Derek lends his leadership and guidance to their initiatives, and Salma ensures they are compliant with the necessary statutory requirements and reporting.



“The success of any non-profit, as Animals 360 is reliant on the commitment of volunteers and stakeholders, such as Deloitte, who are steadfast in its obligation to advancing animal welfare and making an impact that matters to Society and our environment. Mahatma Ghandi said it perfectly: “The greatness of a nation and its moral progress can be judged by the way its animals are treated”.”

- Derek Mohammed, Risk Advisory and CR&S Partner



Holiday Hamper Drive

For the fourth consecutive year, the team at Deloitte Trinidad came together to donate their time and resources to spread cheer to families in need across the country during the holiday season. This annual event has become a year-end tradition, with coordination beginning around mid-October and running throughout the season until a week or two before Christmas.

With a combination of vouchers from select vendors (grocery, personal care and pharmaceutical), as well as monetary contributions, our team continues to make a positive impact in our local communities – especially during this festive season. Efforts and results were doubled during our FY2023 Holiday Hamper Drive, which resulted in increased support for ten families, including senior citizens, single parents and the differently abled. Our objective for this year’s event is to not only meet – but potentially surpass – last year’s amount to make an even greater and more meaningful impact by increasing the value of the contributions or expanding the pool of recipients.



“It has been extremely heart-warming to witness the overwhelming generosity and donations that pour in each year; knowing that we can collectively provide relief and Christmas cheer to families and individuals in need. I am always thrilled to have the opportunity to participate in our community projects. I love that Deloitte provides everyone with opportunities to volunteer or contribute in various ways – not only at Christmas, but throughout the year as well.”

Christine Dalkan, Brand & Communications Manager | Trinidad CR&S Project Coordinator



Learn more about Deloitte Trinidad, 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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