

Deloitte.

2025 Deloitte
Caribbean & Bermuda
Impact Report

July 2024 - May 2025



About this Report

Welcome to our 2025 Deloitte Caribbean and Bermuda (CBC) Impact Report

This Impact Report highlights the activities and outcomes of Deloitte CBC, encompassing our operations across local markets and offices within the English-speaking Caribbean region and Bermuda.

We are committed to providing our stakeholders with a transparent, balanced, and holistic view of how our firm builds trust and creates value through the delivery of high-quality services to our clients, responsible business practices and meaningful investment in our people and the communities we serve.

We also share the progress we've made and continue to make toward achieving our strategic objectives across the Bermuda and Caribbean region.

This report shares progress made during the 2025 fiscal year toward our strategic objectives across the region, reflecting our continued focus on sustainable, inclusive growth and long-term impact.

Selected environmental data has been subject to independent limited assurance. All figures and percentages have been rounded and may not precisely reflect absolute values.

We invite you to explore our 2025 Deloitte CBC Report and share in our optimism for the region's future, while recognizing our ongoing commitment to fostering a sustainable and prosperous Caribbean and Bermuda community. We welcome your feedback and encourage continued dialogue on the contents of this report.



Message from our **Leaders**

“Our Purpose is simple: to make an impact that matters—for our clients, our people, and the communities we call home. Across the Caribbean and Bermuda, we’re investing in skills and collectively creating opportunity through our societal initiatives and flagship program *WorldClass* and advancing responsible climate choices through our Net-Zero Strategy and *WorldClimate* program, as we work toward net-zero operations by 2030. We do this by putting trust, integrity, and our Shared Values at the center—because lasting progress must be both sustainable and inclusive.”

Sonja Julien-Wells
CBC Purpose & Sustainability Leader



“Sustainability is increasingly defined by the quality of decisions it enables. We support organisations in building reporting that stakeholders can trust—grounded in leading frameworks, strong governance, and credible data. We hold ourselves to the same standards. Through our own sustainability reporting, we share transparent updates on our performance and progress, while continuing to work alongside our clients to navigate complexity, manage evolving expectations, and translate ambition into practical, measurable action.”

Elizabeth Cava
CBC Sustainability Leader



**Message
from our
Leaders**



Our People



[BUSINESS](#)

[PEOPLE](#)

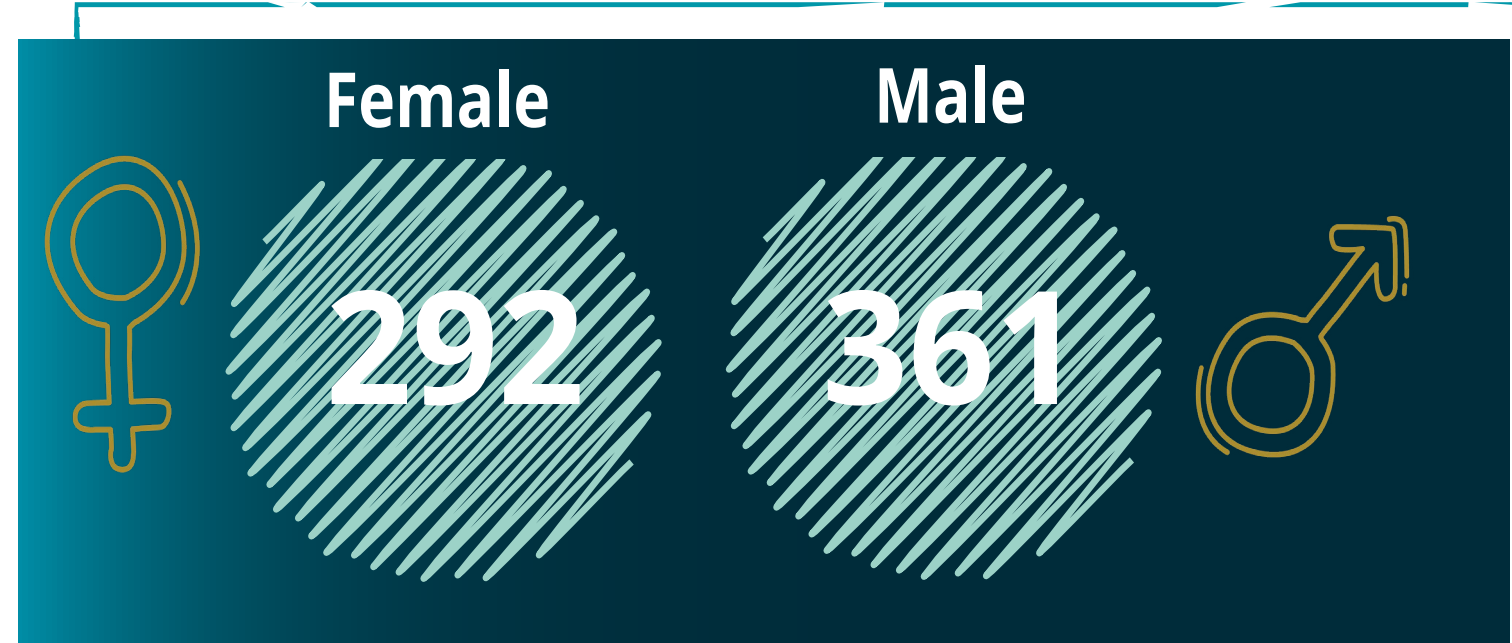
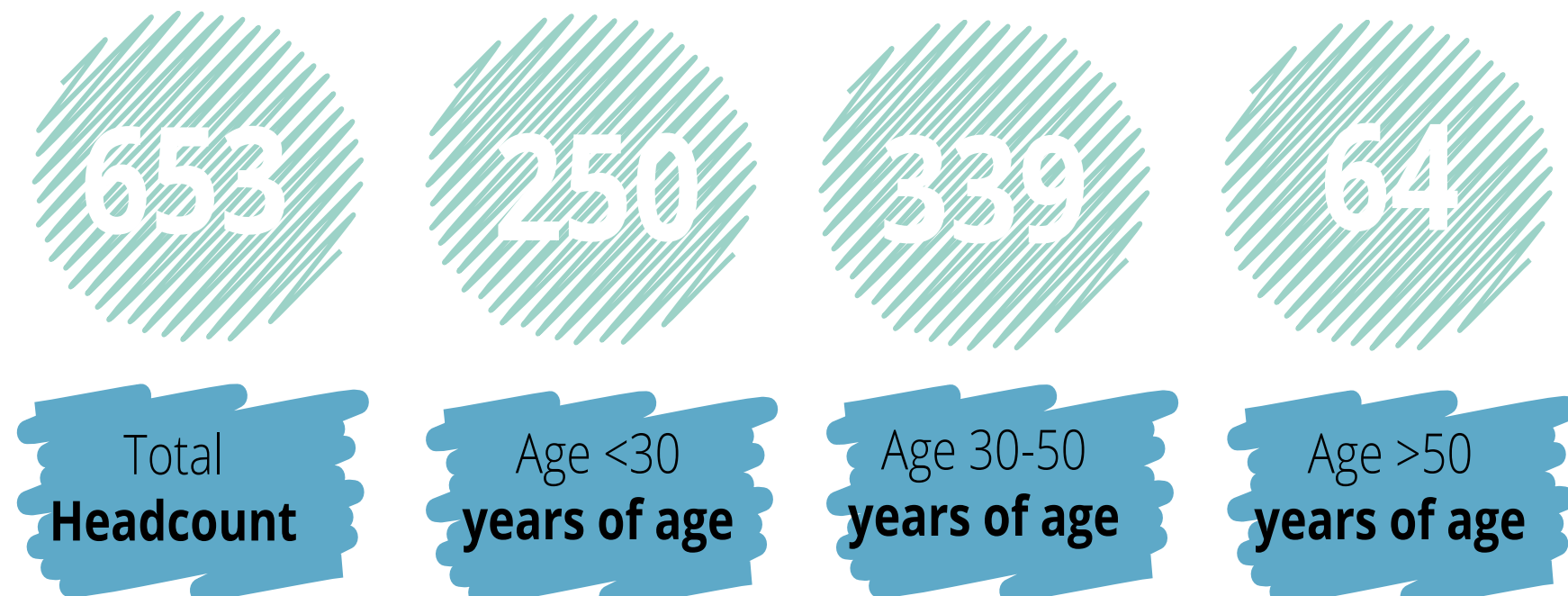
[SOCIETY](#)

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We remain committed to building a diverse, inclusive, and resilient talent pipeline, enabling us to attract, develop and retain exceptional professionals across the Caribbean and Bermuda.

Headcount breakout (by gender, by age)



Transforming our profession

- 32,949 hours** Learning & Development
 Developing our talent through training hours
- 36 Internships** Student Programs
 Investing in local students through internships and co-ops
- 203 New Hires** Attracting Top Talent
 Onboarding experienced professionals to our teams



Global



Operating in over 150 countries globally

Approximately **470,000** People

CBC

Throughout the English speaking Caribbean and Bermuda

Approximately **653** People

Social and Environmental Impact



BUSINESS ↗

PEOPLE ↗

SOCIAL & ENVIRONMENTAL ↗

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Deloitte's *WorldClimate* ambition was launched in 2020, with near-term 2030 goals. Deloitte's refreshed net-zero framework, on the right, aligns to our sustainability growth ambitions, expectations of regulators, standards setters, and clients. It reflects our net-zero target to reduce emissions 90% by 2040, and increases our resilience. We have a global ambition of reaching 100 million lives by 2030 and a Caribbean and Bermuda goal of 85,000 lives.

Societal Impact

Total donations: **Over US\$2 Million**

Total Volunteer hours: **Over 7000**

Pro-bono & skills-based volunteering: **Equaled 75% of total volunteer initiatives**

Lives impacted/reached in 2025: **Over 4K bringing our CBC total to date to over 43K lives reached, which represents 50% of our 85K goal by 2030.**



Environmental Impact

Building emission **reduced by 62% since FY19** our near term **SBTi** approved goal is to Reduce absolute scope 1 and 2 GHG emissions **70% by 2030** from a 2019 base year.

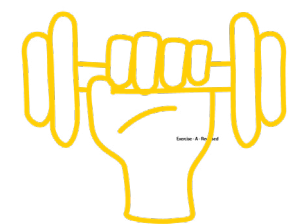
Business Travel emissions **reduced by 17% overall**, and **per FTE reduced by 40%**. Our global net-zero SBTi goal is to have per FTE **Business travel reduced by 55% by 2030**.



Bahamas

Junior Achievement Project

Deloitte Bahamas partnered with Junior Achievement (JA) Bahamas, the country's leading youth development organization, to help equip young people with the skills, confidence, and exposure needed to succeed beyond the classroom. The programme engaged 35 senior high school students (Grades 10–12), supporting their development in financial literacy, entrepreneurship, innovation, work readiness, and college preparedness. Through guided sessions and mentorship, students were encouraged to think critically about their futures, explore entrepreneurial pathways, and build practical life and career skills that extend beyond academics. The initiative was coordinated through Deloitte Bahamas' point of contact, Keshone Morley-Allia, with programme insights provided by the JA team. Deloitte volunteers Techelle Sands, Javan Davis, Ebony Pedican-Kaelan, Etienne McKennzie, Tanisha Sands, and Tamesha Sweeting contributed their time and expertise to support the students' learning journey. By investing in early exposure and skill-building, Deloitte Bahamas continues to help prepare the next generation of leaders to thrive in an ever-changing economic landscape.



Caregiving Across Transitions

As part of its commitment to building a safer digital society, Deloitte Bahamas delivered a pro-bono cybersecurity awareness session at the Geriatric Hospital Annual Caregiver Symposium on Friday, October 18, 2024, held at Epworth Hall, Shirley Street. Under the symposium theme "Caregiving Across Transitions," Deloitte presented a session titled "Staying Safe Online: Cybersecurity and Managing Digital Risks." The talk focused on practical guidance to help caregivers recognize digital threats, protect sensitive information, and navigate online spaces safely in both personal and professional settings. The session reached approximately 300 healthcare workers, strengthening awareness around cybersecurity risks that can impact patient care, data privacy, and personal well-being. By translating complex cybersecurity concepts into clear, relatable guidance, Deloitte helped empower caregivers with tools they can apply in their daily work and lives. This engagement reflects Deloitte Bahamas' commitment to leveraging professional expertise for social good—supporting frontline workers and strengthening trust and resilience within the healthcare ecosystem.



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Bermuda

Convex End-to-End

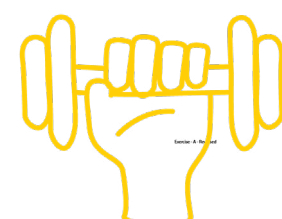
For the seventh consecutive year, Deloitte Bermuda was proud to participate as a Platinum Sponsor of the Convex End-to-End on May 3, 2025. This staple event is a pillar of Bermuda's charitable sector and saw 3,000 participants set foot to Bermuda's roads to raise money for a select number of non-profits. This year's benefitting charities included: Age Concern, Bermuda Audubon Society, Bermuda Red Cross, the Duke of Edinburgh Award, Bermuda and The Reading Clinic. In 2025, the Convex End-to-End raised a record-breaking \$275,000 through the collective efforts of participants, sponsors and volunteers. Deloitte again welcomed walkers, runners, cyclers, and more, at the 'Little Italy' waterstop at Somerset Bridge and were pleased to win the people's choice for 'Best Waterstop'.



"It's a privilege to be a part of this incredible initiative that, for 35 years, has continued to make an impact on Bermuda's charitable sector and the communities that they benefit. We love providing participants with a well-deserved rest at our Somerset Bridge water stop, helping make the event a vibrant experience that keeps people coming back year after year."

Leah Amaral

Marketing Manager



Holiday Initiative

With the help of a \$25,000 donation from Deloitte Bermuda, 11 Family Centre families received an all-inclusive holiday experience. Staff members volunteer their time to support the project, purchasing and wrapping gifts for each child in their assigned family. In addition, the funds also purchased mini-Christmas trees for each family member, electricity, and grocery vouchers, as well as a holiday meal for each family.

"The Family Centre provides our community with much-needed services for families to thrive. The partners and entire team here at Deloitte Bermuda feel privileged to be able to bring some holiday relief to their families, making an impact that matters, one future at a time,"-

Jimmy Caplice

CR&S Partner



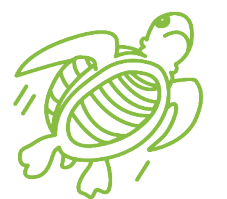
IMPACT Day

Impact Day is Deloitte's annual celebration of its ongoing commitment to community investment in Bermuda. Deloitte held its 2024 annual Impact Day on Thursday, November 7, with staff members setting aside their work for the day to contribute towards this initiative. A total of 90 employees took part across six locations, aligning to Deloitte's Corporate Responsibility Pillars: Youth; Seniors; Education and the Environment. Each site was hosted by a different non-profit, included Habitat for Humanity, The Bermuda Zoological Society, The Bermuda Audubon Society, Keep Bermuda Beautiful, St. George's Foundation, and Waterstart.

"Every year we come together on Impact Day to effect meaningful change in the communities we live in. It's a testament to our culture and purpose, reflecting our year-round efforts to uplift each other and create an impact that matters. We must also thank each organization for hosting us this year, as well as their commitment to the important work they do in Bermuda." says

Yvonne DeCosta

Marketing Manager



Barbados

The Barbados Environmental Conservation Trust (BECT) Partnership

The projects undertaken by the BECT are of great importance to the country and every citizen and visitor in the land. Together with the BECT, Deloitte can directly address the difficult issues that plague our nation – revitalizing our endangered turtle species, working to rejuvenate the coral reefs along our beautiful coastlines, and educating our people on the importance of local food security are just some of the topics we need to highlight. Working towards the 2030 national goal of 100% renewable energy and carbon neutral status, these initiatives are key drivers to making meaningful steps to reach that goal. It means a lot to the entire team at Deloitte Barbados to be part of these amazing projects that help to drive our country forward and keep our environment as beautiful as we know it is and can be.



“Deloitte was excited to partner with the BECT in FY24 because of the positive work they are doing across the country. We are proud to align ourselves with a Trust that is dedicated to conservation, education and the overall well-being of the island. We are a small nation, but it is our duty to look after this country and the BECT embodies that with pride.”

Kerry Jordan
Director, Consulting



The Nightingale Children’s Home Christmas Gift Drive

The Farris Children’s Home consists of older wards of the State. To help ensure that these ‘big kids’ were not left out this year, Deloitte Barbados requested and received their Christmas Wish List. The List was actioned by the Deloitte team, bringing cheer to the wards. Taking things one step further, the Firm donated refurbished laptops to the wards; the expectation is that the devices would be used to meet immediate academic and near future career goals.



“Often wards of this age group are overlooked and sometimes, they can be forgotten. The team at Deloitte Barbados was happy to action their Christmas Wish List and to meet the need for devices for day to day use.”

Renatta Mohammed
Manager, Growth



BUSINESS ↗

PEOPLE ↗

SOCIAL & ENVIRONMENTAL ↗

GOVERNANCE ↗

Cayman Islands

IMPACT Week and Day

Impact Week and Day 2024 gave Deloitte Cayman another opportunity to amplify our purpose: to make an impact that matters. From late September through early October, our team came together for one of our most impactful celebrations yet. Through a series of engaging activities, including raffles, a festival with games, a silent auction, bake sales, and dress-down days, we raised US\$10,000 to support the Blood Bank's mobile unit. Our efforts extended beyond fundraising. We organized a book drive, clothes donation drive, blood donation drive, and hosted our 21st annual volunteer event, IMPACT Day. Collectively, our people contributed over 850 volunteer hours, partnering with 10 local non-profits to strengthen our community support and help protect the environment. It was a powerful reminder of what we can achieve when we unite with purpose. Together, we created meaningful change and helped build a better future.



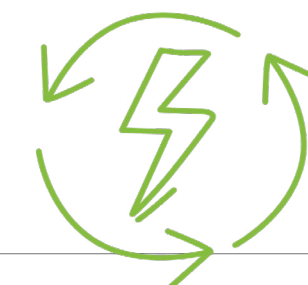
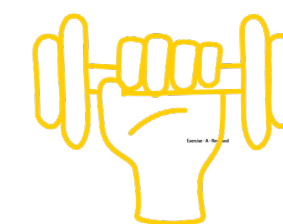
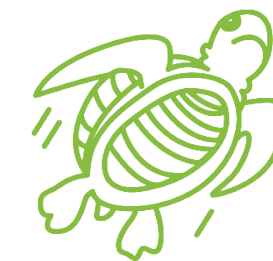
Our volunteers approached each project with enthusiasm and commitment, contributing significantly to community improvement. These initiatives strengthen our team's resolve to create positive change in both the environment and society, aligning with Deloitte's core values of impactful service.

Clarisa Pelozzi
Director, Growth and CR&S Leader



Cayman Islands Cancer Society

Deloitte Cayman proudly supported Movember with a team of 19 Mo-Bros. Throughout November, they dedicated their efforts to raising awareness about critical men's health issues, including mental health, prostate cancer, and testicular cancer. Their commitment extended beyond education, fostering a strong sense of community and generosity within the firm while supporting the Cayman Islands Cancer Society. The month featured a variety of engaging activities, from bake sales and fitness challenges to Lunch and Learn sessions and trivia nights. These initiatives brought colleagues together in support of a shared cause and demonstrated Deloitte Cayman's ongoing commitment to health advocacy and societal responsibility. The team achieved remarkable success, earning the Movember Cayman Corporate Shield for the third consecutive year. This award represents the highest local recognition for corporate teams that lead in fundraising and awareness efforts for men's health in the Cayman Islands.



Running for a Cause

#TeamDeloitte showed strong support across seven 5K walk/run/ride events in FY25, contributing to causes ranging from animal welfare and breast cancer awareness to youth mental health and education. Highlights include walking shelter dogs at the Cayman Islands Humane Society's Walk & Wag, honoring breast cancer fighters at the Breast Cancer Foundation's Light Up the Night beach walk, and supporting sea turtle conservation at the Turtle Crawl 5K by the Cayman Turtle Conservation and Education Centre. The team also joined the Deputy Governor's 5K, earning top placements and raising funds for local youth initiatives and supported the Addison Kelly Mental Health Education Fund by participating in the Butterfly 5k and Ryde-a-thon, while the RBC's Race for the Kids helped fund therapy for youth through the Alex Panton Foundation.



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Trinidad

Salybia Beach Clean up

In August 2024, our team embarked on our annual IMPACT Day Beach Clean-Up at Salybia Beach, Toco, coming together to support environmental preservation and community responsibility. Following a brief orientation on the importance of coastal protection, team members equipped themselves with gloves and bags and collected various types of debris—including plastics, Styrofoam, and fishing waste—that threaten marine life and the natural beauty of the area. . Plastic pollution is a massive problem for our ocean, but our small actions can make a big difference.



Secondary School Future Build Program

In May 2025, our team embarked on our Future Build Program Empowering Future Leaders. At Deloitte Trinidad, we believe in shaping the future by empowering the next generation. Through our Secondary School Future Build Program, Deloitte practitioners engaged students in critical career-building conversations—covering networking, technology, ethics, goal setting, and personal branding. Participants also developed essential workplace skills, including resume building and mock interviews. Feedback was overwhelmingly positive, with students appreciating the practical guidance and real-world insights. The impact was clear: we're helping students build the skills they need to thrive in an evolving job market—because together, we make progress.



" We are always pleased to provide guidance on the realities of ways of working, building skills to inspire and provide opportunity to students. Long lasting value and impact is our aim, and it is our intention through our societal and environmental programs and donations to see this achieved."

Derek Mohammed

Partner, Audit & Assurance



BUSINESS

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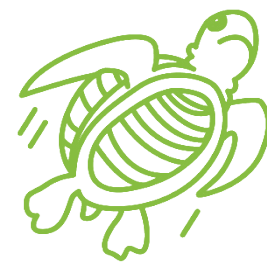
SOCIAL & ENVIRONMENTAL

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British Virgin Islands

Wickhams Cay 1, Road Town Coastal Clean Up

On May 16th, 2025, the Deloitte BVI team conducted a coastal cleanup at Wickham Cay 1 in Road Town, an initiative that proved to be extremely impactful for both our community and the surrounding environment. The cleanup directly benefited the mangroves and the diverse floral and fauna that depend on this ecosystem, as we were able to clear sections that were completely covered with plastic bottles, beach floaties, old mattresses, and other debris and garbage—items that were either improperly discarded or washed ashore by the ocean. Restoring these areas helped improve the health of the mangroves and created a safer, cleaner habitat for wildlife. This experience made us all more aware of how important it is to keep our environment clean and to encourage others to do the same. In addition to its environmental impact, the cleanup also served as a meaningful team-bonding experience, strengthening our shared sense of responsibility and community pride.



Deloitte/Ogier BVI Half Marathon

Deloitte BVI was proud to support the 19th annual Deloitte/Ogier BVI Half Marathon on 16 November 2024, an iconic sunrise destination race along the stunning Sir Francis Drake Channel, from Road Town to Smugglers Beach. With half marathon and 10K options, including individual, team, corporate, and race walking categories, the event brings together runners of all levels while raising vital funds for the BVI Athletics Association to support athletes from grassroots development to international competition.



We're proud to be co sponsors of the Deloitte/Ogier BVI Half Marathon and to play an active role in bringing this event to life, from helping organise the race to supporting participants on the course with our Deloitte water stop. It's a fantastic example of how we can come together in support of community wellbeing while backing the BVI Athletics Association and local athletes at every stage of their journey."

Natasha Ruscheinski
Chief Operations Officer



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Governance



BUSINESS

PEOPLE

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As the largest professional services network serving organizations in nearly every industry and region around the world, Deloitte understands that trust is critical to clients' businesses—as well as to ours. We strengthen Deloitte clients' and society's trust in us by keeping our Purpose and Shared Values at the center of the work we do each day.

Our Purpose is simple: to make an impact that matters—for our clients, our people, and the communities we call home. Across the Caribbean and Bermuda, we're investing in skills and collectively creating opportunity through *WorldClass*, and advancing responsible climate choices through our Net-Zero Strategy and *WorldClimate* program, as we work toward net-zero operations by 2030. We do this by putting trust, integrity, and our Shared Values at the center—because lasting progress must be both sustainable and inclusive.

Advancing our Purpose

Deloitte is a purpose-driven firm, deliberate in the choices we make, the culture we foster, the solutions we create, the initiatives we support, and—importantly—the partnerships we forge. We deepen our social impact through strategic collaborations with organizations that share our commitment to making a positive contribution to society.

We are proud of the progress achieved through initiatives delivered under our societal impact signature program, *WorldClass*. Across the Caribbean and in Bermuda, we remain committed to improving lives and creating opportunities within the communities we serve, striving to build better futures for all. Deloitte continues to invest in wider society through targeted donations, sponsorships, and a strong culture of volunteerism, working alongside NGOs, businesses, and other stakeholders to deliver meaningful and lasting impact.

Deloitte Caribbean and Bermuda advances environmental sustainability through our Net-Zero strategy, driving responsible climate choices across our operations, supply chain, and broader ecosystem. We have set near-term targets to achieve net-zero emissions for our business operations by 2030, recognizing the regional challenges posed by energy transitions, infrastructure, and policy environments. Undeterred, we are working with regional partners to support climate strategies while advancing energy efficiency across our buildings and operations. We are also aligned with Deloitte's globally validated, science-based long-term net-zero targets for 2040.

Our near-term goals include reducing absolute Scope 1 and 2 greenhouse gas emissions by 70% by 2030 from a 2019 baseline; reducing business travel (Scope 3) emissions by 55% per full-time equivalent by 2030; and engaging suppliers so that 67% of suppliers, by emissions, adopt science-based targets by 2025. Since our 2019 base year, we have made measurable progress, with emissions trending downward and performance verified through annual third-party assurance. These efforts are supported by regional sustainability policies focused on energy efficiency, reduced travel, and responsible procurement and zero-waste practices.



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Deloitte Caribbean and Bermuda

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