

# Why Deloitte?

## Graduates & Interns

# Deloitte.

### Wellbeing

- **Our holistic approach to well-being** includes economic, emotional, physical, mental considerations. We recognise that happier, healthier and more balanced people have higher levels of performance and engagement, resulting in increased client impact.
- We are now part of Deloitte Asia Pacific enabling us to create more collaboration opportunities for our people.
- Flex working options.
- Fresh fruit delivery
- Sports teams.
- Resilience training.
- Insurance and income protection packages to provide financial piece of mind.

### Professional Development

- **We review performance every 6 months**, including when you are on parental leave.
- **Deloitte** provides a Learning and Development Curriculum that is customised to **who you are, what you need and how you learn**.
- We invest over 1.5 million dollars every year on Learning and Development and \$1ML on professional memberships for our people. **Deloitte covers 1 prof. membership for all staff**.
- Programmes range from **personal coaching/mentoring** to an **extensive suite of learning programmes** (both technical and soft-skills).
- Each programme is underpinned by **world-leading research** with key focusses on **growing talent, fostering future leaders and driving high performance. Subject matter experts and renowned thought leaders** support programme development and delivery.
- Our people can access learning **independently** (through quality e-learning platforms) or **collectively** (through interactive virtual or in-person deliveries.)
- Our people regularly **learn alongside** and or **network with professionals** (be they clients, or people from other Deloitte firms in the world).
- **Study leave and financial support** is provided.

### Corporate Responsibility & Sustainability (CR&S)

- Progressing initiatives that align with 4 of the **UN Sustainable Development Goals (SDG 4, 8, 10 and 17)** – quality education, decent work & economic growth, reduced inequalities, partnership for the goals.

#### How do we do this @ global level?

- **Deloitte's WorldClass aspiration** to prepare **100 million** futures for a world of opportunity in a digital world. Currently over 20m young people globally are not in work, education or other training. Covid has exacerbated these issues, and so our global target has doubled.

#### How do we demo this @ local level?

- [Grow](#) – our youth entrepreneurship programme for youth aged 14-17.
- Our [Social Impact Practice](#) that is focussed on helping our clients solve some of society's most wicked problems – poverty, homelessness, supporting vulnerable families and enabling educational and economic achievement. Examples include working with a charitable foundation on a new model of funding and measuring impact
- Developed the Impact Accelerator program – supporting **impact projects in for-purpose business or social enterprise** to grow their capability and capacity. [Treespace video](#), an example of environmental social enterprise work, or [Hummingly](#) – digital transformation

#### How are we sustainable?

- We have globally set science-based climate targets, part of *WorldClimate* – our move towards “Net-zero by 2030”. NZ has set net zero by 2025
- Part of a business group – the **Climate Leaders Coalition** (102 orgs) **sharing good practice to manage our carbon footprint**.
- We have a **supplier code of conduct** – and have started a programme to increase our sustainability and identify modern slavery/labour concerns – a challenging project.
- Run **low-waste events** such as Fast50 Festival; Sustainable Events Guide to help planners
- We have an in-house sustainability committee / team

### Graduates

- Bonus scheme: Half @ offer and half at starting.
- Mobile phone packages for all staff
- Investment in L&D: 9 professional qualifications you can choose from.
- If you're doing CA (\$7,500) and Law Profs (\$5,500) we will financially support both and provide 18 days study leave for CA and 15 days for Law Profs. Those undertaking both get 28 days study leave in total.
- 1 prof membership paid for.
- \$250 southern cross subsidy.
- Study leave, volunteer leave, cultural leave.
- 22 days leave (incl. birthday leave and Manaaki day).
- Refer a friend scheme \$1K or \$4K.
- A variety of [career pathways](#) to support your interests and development. Your path is open to your design and where you want to go.
- Social club, outings and sports teams for you to join.
- Variety of discounts for services and products.
- Lifestyle leave up to 12 weeks (eligibility criteria applies).

## Diversity & Inclusion



### Women

- We are actively committed to addressing our gender pay gap through the recruitment, retention a promotion of top female talent.
- We analyse our gender pay gap quarterly and share our progress internally.
- We review performance every 6 months, even if you are on parental leave.
- We pay the full annual leave value after you return from parental leave.
- We pay 20 weeks paid parental leave / 12 weeks lifestyle leave (eligibility rules apply) / 8 weeks full paid leave across 2 years parental leave for secondary care giver.
- We provide Women in Leadership workshops & mentoring across the business.
- We are committed to accelerating gender diversity and inclusion through the Global ALL IN strategy. Our aim is at least 25% female Partners by 2025.
- Flexible working arrangements for all.
- Work with incredible influencers such as Chair of NZTech & Tech Women (Eva Sherwood), Impact Practice (Lead: Adithi Pandit).
- We are Silver Sponsors of ShadowTech & Tech Women.
- Members of [Global Women](#), providing mentors and mentoring.
- We are part of the [Champions for Change](#) and report on our Diversity.



### Māori & Pasifika

- Hourua Pae Rau – Tiheru Scholarship.
- Prime Ministers Pacific Youth Award.
- Wānanga – targeted recruitment.
- Partnership with TupuToa.
- Celebrate Māori and Pasifika language weeks.
- Te reo workshops.
- Pās Peau – Pasifika Services Group.
- Hourua Pae Rau – Māori Services Group.



### Rainbow Community

- Wear it Purple day – video.
- A Sexual Diversity policy including gender transitioning.
- All policies & L&D programmes reviewed to ensure they are inclusive.
- Rainbow Group established.
- Dedicated intranet site for support and information.
- Regularly promote stories on our intranet site.
- UN signatory for standards of Business supporting LGBTI.
- Attended the LGBTI awards.
- Pro-bono work for rainbow support groups.
- RainbowYouth – Gender & Sexuality 101 Workshops.



### Inclusive leadership

- Unconscious bias training for leaders.
- Encourage diversity of thought.
- Annual people survey – biennially ask about D&I.
- Share partner/leader insights for managing flex.
- Events calendar.
- Celebrate variety of events including Matariki, Eid, Diwali & International Women's Day.

# Corporate Responsibility & Sustainability

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# Deloitte.



### WorldClass

Deloitte's global ambition to empower 100 million people to succeed in the rapidly changing economy by 2030.

We make an impact by aligning with the Sustainable Development Goals (SDGs), including SDG4, quality education, and SDG8, decent work and economic growth.

We reach our goal through our signature social innovation programmes and strategic partnerships that support our WorldClass commitments.

#### National initiatives, for example:

- Deloitte Grow – learning initiatives portfolio focused on entrepreneurship for 14–17yr-olds.
- Developing relationships with high schools to support new pathways for young people via educators
- Woman in Tech – increasing diversity in tech sector.
- Scholarships supporting Māori and Pasifika youth.

#### Community initiatives, for example:

- Direct relationships with a range of charitable organisations, e.g., Catalytic Foundation, Wellington City Mission, Dress for Success.
- HATCH – Pasifika entrepreneur development prog
- Ignite Consultants Mentoring - supporting talented students and socially conscious organisations to help maximise their impact



### WorldClimate

A science-based commitment to achieve net-zero emissions within Deloitte by 2030, green our own operations, and extend our impact beyond the organization.

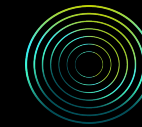
Through WorldClimate we encourage our professionals to act on climate change both at work and home. And we are engaging our broader ecosystem to create solutions that facilitate the transition to a low carbon economy.

#### National initiatives

- Commitment to net zero by 2025
- Travel policies to decrease our travel emissions, and support from leadership
- Low carbon engagement playbook
- Sustainable events playbook
- Explicit sustainability ambitions for new Auckland building
- Supplier Code of Conduct
- Ethical Procurement Practice Group
- Exploring eco-system plays for carbon reduction opportunities, e.g. sustainable jet fuel

#### Community initiatives

- Green team – internal group, supporting region/office specific initiatives i.e. upgrading recycling
- iAct and eLearning trainings, prompting our people to make personal commitments and activity to reduce their carbon footprint



### Impact Every Day

Impact Every Day seeks to support year-round, skills-based volunteering for our professionals and a long-term, strategic impact within your communities.

Impact Every Day encourages our people to align activities to Deloitte's global social impact program - WorldClass or climate action.

#### National initiatives, for example:

- Skills based volunteering (FY21 2,599hrs)
- Pro and low bono engagements (FY21 10,744hrs)
- The Impact Accelerator: supporting purpose-led ventures and social enterprises with services to accelerate their impact! (EKOS, Hummingly)

#### Community initiatives, for example:

- B-Lab workshops, BCorp relationship – provides purpose-led tools for clients and frameworks for our people.
- University of Canterbury Children's University: Feasibility study to look at growing the programme to the West Coast, Canterbury.
- Supporting tourism businesses during Covid – example Sustainability Maturity review for ski business
- CFO Forum – supporting workshops working with CFOs to embed sustainability reporting/ performance into their business.
- Business coaching and mentoring through various initiatives, e.g. HATCH Pacific, Deloitte Grow, Shadow a Leader.