



Grant Thornton

An instinct for growth™

A dynamic alternative

Get to know Grant Thornton



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About us

Grant Thornton Zimbabwe is a private company limited by guarantee, incorporated in the Zimbabwe disclaimer. It is an umbrella organisation that does not provide services to clients. Services are delivered by Grant Thornton member firms around the world. References to Grant Thornton are to the brand under which the Grant Thornton member firms operate and/or to one or more member firms, as the context requires. GTIL and the member firms are not a worldwide partnership. Each member firm is a separate legal entity. Membership in the global organisation does not make any firm responsible for the services or activities of other member firms. Member firms carry the Grant Thornton name, either exclusively or as part of their national practice names.

Foreword

As one of the leading firms in Zimbabwe, we are continually inspired to anticipate changes in the environment. We are adept at adjusting strategies to seek out new opportunities and solutions.

Grant Thornton is driven by a simple ambition: to be the preferred service provider to dynamic businesses. We understand that organisations want growth in all its facets and that change is the only constant in the entire universe but that change requires skilled and proficient management. We have international reach, depth of expertise, and advisors who are at your beck and call to unlock your potential for growth.

As a result, we take the lead in

- giving our partners and clients value for money
- creating enduring relationships
- creating companies that are distinctive in their class
- imparting organisational ethics, responsibility and corporate governance at every level.

Reggie Saruchera
Lead Partner



Fast facts

Grant Thornton International is one of the world's leading organisations of independent assurance, tax and advisory firms. Here are a few facts about Who we are, What we've achieved and Where we are heading.

Driving the industry forward

As the fastest growing and most dynamic brand in the global accountancy market, we are constantly changing and growing alongside our clients.

5th

Largest accounting organisation in all major economies including the UK and the USA.

The fastest growing large accounting organisation in 2012 and 2013

Around 700 offices worldwide

38,500 people in over **130** countries

Best managed international firm in 2014



31 mergers in 16 countries 2012 2013

Global network of the year in 2013



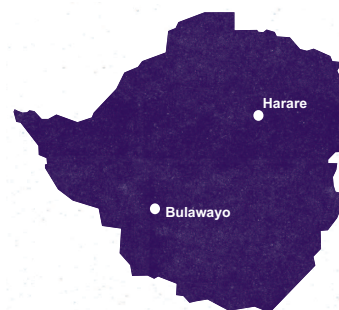
Ranked as one of the top 50 most attractive global business employers in 2013



Grant Thornton Zimbabwe

Zimbabwe coverage

Established in 1996, Grant Thornton is one of the fastest growing professional services firms in Zimbabwe. The firm provides a comprehensive range of services which include, among others, audit & assurance, tax, and specialist business advisory services to listed companies, large privately held businesses, private equity backed organisations, and public interest entities. Grant Thornton Zimbabwe is a member firm of Grant Thornton International Limited.



Grant Thornton Zimbabwe	9 Partners/Directors	117 People and growing	2 Offices
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Collaborating for excellence

Grant Thornton named International Accounting Bulletin (IAB) Network of the year winner!



At the 2013 global International Accounting Bulletin awards, Grant Thornton out-shined global competitor audit firms to win the 'Network of the Year'. The International Accounting Bulletin awards are held each year to recognise achievement and performance of the global accounting and audit industry.

Ed Nusbaum, global C.E.O of Grant Thornton said of the award win, "I am proud of this award, but all credit goes to over 35,000 Grant Thornton people in more than 120 countries for their commitment and hard work in providing high quality services to their clients and in helping them unlock their potential for growth."

In the year 2012 Grant Thornton grew 10.4% faster than its competitor global accounting networks, and provided thought leadership on critical global accounting.

Reggie Saruchera, lead partner of Grant Thornton Zimbabwe said, "Grant Thornton has a strong reputation globally for helping dynamic businesses unlock their potential for growth and this award demonstrates our consistent and high level of expertise across key areas of professional services."



Grant Thornton wins 'Best managed international firm' award



The Managing Partners' Forum, a professional body that celebrates the value of leadership and management excellence, named Grant Thornton 'Best managed international firm.' Judged by an independent panel of subject matter experts, the award recognises the strength of Grant Thornton global strategy and leadership, which has enabled Grant Thornton to lead the major global accounting networks in revenue growth the last two years.

Ed Nusbaum, Grant Thornton global CEO, said, "I am delighted that we have been named 'Best managed international firm'. The award is a reflection of our clear focus on achieving our strategy, as well as the great work, collaboration and determination of everyone working for Grant Thornton globally. We have one clear strategy and I thank everyone at Grant Thornton for their commitment to making it a reality in each market."

Reggie Saruchera lauded the award, calling it a "timely recognition of the culture of excellence and quality that prevails within the Grant Thornton network the world over."

The award criteria focuses on six key areas: effective communication of the strategy; collaboration with external specialists and partners; positive impact on the client experience; enthusiastic employees living the firm's values; performance improvement and commercial success.

Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms. These firms help dynamic organisations unlock their potential for growth by providing meaningful, forward-looking advice. Proactive teams, led by approachable partners in these firms, use insight, experience and instinct to understand complex issues for privately owned, publicly listed and public sector clients and help them to find solutions. More than 38,000 Grant Thornton people, across over 130 countries, are focused on making a difference to clients, colleagues and the communities in which they live and work.



Grant Thornton named Employer of the Year by International Accounting Bulletin



Reggie Saruchera
Lead Partner,
Grant Thornton Zimbabwe

Grant Thornton has been named global 'Employer of the Year' by the International Accounting Bulletin.

Ed Nusbaum, global CEO, said, "We are honoured to receive this award which recognises the strength of our internal training programmes and the opportunities that we offer internationally through our global talent mobility programme. Supporting the growth and development of Grant Thornton employees across the global organisation is central to our ongoing growth and success. It is the 38,500 people who work for Grant Thornton that make it such a great place to work."

The 'Employer of the Year' award was judged by an independent panel and was based on Grant Thornton's "strong commitment to its employees, secondment programmes, and focus on quality." The judges cited "Grant Thornton's Advanced Manager Programme, the Leadership Foundation programme (which helps staff develop into better leaders), and the Grant Thornton global talent mobility programme, which has so far supported more than 320 secondments across the network."

Earlier this month, Grant Thornton employees joined a three day online engagement event to connect, collaborate and share ideas. Discussions were led by global leaders, managing partners and external experts, and had more than 14,000 people (one in three of the global organisation) register to join the conversation. Almost double the participation from previous IBM Innovation Jam events elsewhere.

Giving you greater choice

With greater choice comes greater opportunity. Given the changing environment, there is real value in developing new relationships and identifying new alternative providers. You will need options, and Grant Thornton could be part of the solution.

5 compelling reasons to consider Grant Thornton

1 A different way of doing business

We have scale, we have breadth and depth, we have the quality, but we also do business in a very different way.

2 Proven global credentials

We are a highly credible and well-respected global organisation, serving listed companies and major private companies across many industries.

3 A truly global organisation

With member firms in over 130 countries, we are where you are, whenever you need us.

4 A single global audit approach

Our audit teams consistently work to the highest quality, across all regions.

5 Deep expertise in non-audit services

World-class tax and advisory capabilities that offer a genuine alternative to our largest competitors.

An abstract graphic featuring a large orange square. Overlapping the square and extending to the left and right are several flowing, wavy lines in shades of purple, yellow, and grey. The lines appear to originate from the top left and curve downwards and to the right.

1 A different way of doing business

A different way of doing business

Grant Thornton is a leading business adviser that helps dynamic organisations around the world unlock their potential for growth by delivering more meaningful and forward-looking advice. We do that by delivering real insight through a combination of technical rigour, commercial experience and intuitive judgement.

We believe that Grant Thornton can offer the powerful combination of true scale, excellent service and effective relationships to deliver added-value to your business.



1. All of the scale with more of the service

Grant Thornton is an organisation with more than 38,500 people in over 130 countries. That's a lot of resources and a broad range of services but we're still small enough to deliver a highly personalised service. It's a best of both worlds approach where we can recognise our clients' needs whilst drawing on our deep global expertise.



The bottom line: global resources with local expertise and uncompromising service.

2. A genuine interest in the bigger picture


We're big believers in understanding something in its entirety – in looking at the whole, the sum and its parts. We're genuinely interested in our clients, their challenges, their growth ambitions and their commercial context. So, instead of coming with ready-made answers, we ask intelligent questions, engage you in wider business discussions and then we listen. By adopting this holistic approach we get closer to the issues and dive deeper into the complexities to provide more meaningful and forward-looking advice.



The bottom line: a deeper understanding for more relevant advice.


3. Accessible professionals with real insight

Because our delivery model enables our partners and senior people to give our clients more attention, you get to sit down with a professional who will help you think quickly and clearly. We're big believers in being approachable and accessible so you get a personal, hands-on service that results in an entirely different experience – one that is driven by real insight and an informed point of view, as opposed to risk and compliance procedures.

 **The bottom line:** ready access to advisors that you'll want to spend time with.


4. Collaborating to deliver our best

With so much emphasis on strong relationships, we're able to bring the best people together for the job: working seamlessly across service lines, industry specialisms and geographies. When a client has a need in a specific country our collaborative global organisation comes into its own, with a multi-disciplinary culture that refuses to operate in silos.

 **The bottom line:** teams and solutions built around your needs, not our structures.

5. Ready to respond when you are

We specialise in the needs of dynamic organisations and we organise ourselves to that end. We avoid the hierarchy, reduce the layers, shorten the decision-making chains and enable our people to take command and resolve issues more quickly and efficiently. Being agile means we can respond to changing situations quickly and spot both the challenges and opportunities on the horizon.

 **The bottom line:** speed and clarity when you need it most.

Our business model gives you more partner attention



Big 4

The average ratio of partners to professional staff is 1:15



The Grant Thornton difference

Our ratio of partners to professional staff is 1:10

Source: IAB

Grant Thornton is an agile, fast-moving organisation without the complex hierarchies of other established firms. You really feel as if you're talking to individuals who fully understand your business, not a faceless organisation.

Tony Ratcliffe,
Brady plc

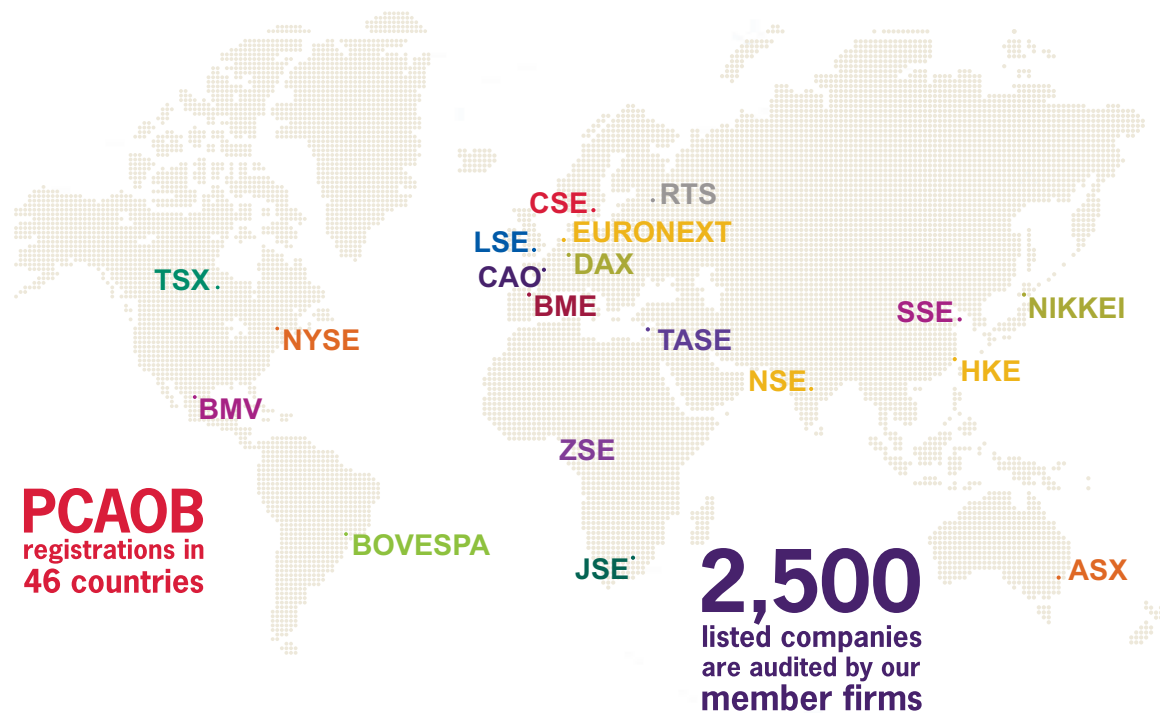
An abstract graphic featuring a large green square. To the left of the square, several thick, flowing lines in yellow, purple, teal, and grey originate from the top left and curve around the square, extending towards the right edge of the frame. The lines have a slight 3D effect with shadows.

2 Proven global credentials

A global reputation for service and quality

Large private companies, listed companies and their subsidiaries come to us for our technical expertise. They value our extensive knowledge of their regulatory landscape and solutions that either

meet or exceed industry standards. But above all, they value our open, accessible and no nonsense approach that leads to a deeper understanding and more relevant advice.

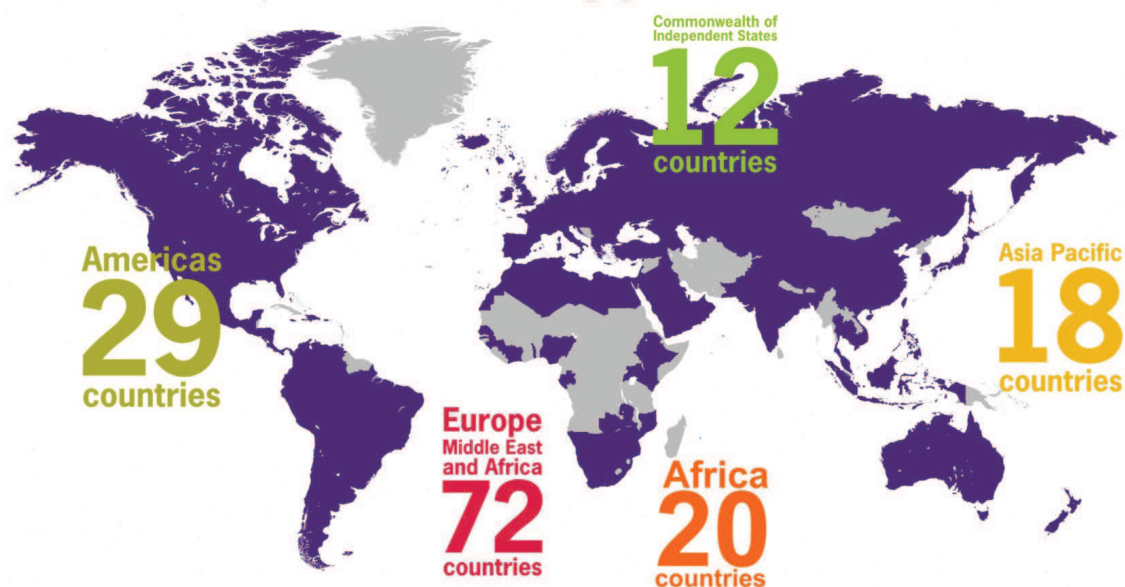




3 A truly global organisation

Global reach

With more than 38,500 people in over 130 countries, we are a truly global organisation with a huge reach. Were also ranked highly in major markets, and were well established in all major business centres and emerging markets.



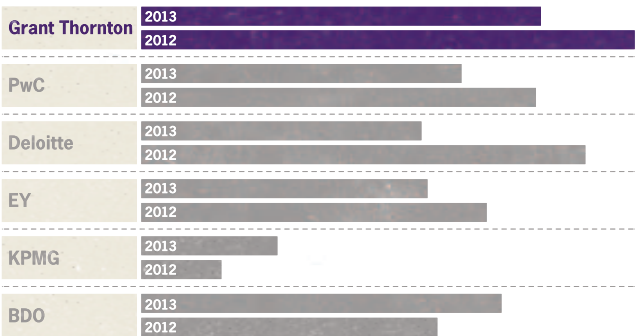
Afghanistan Albania Algeria Antigua Argentina Armenia Australia Austria Azerbaijan Bahamas Bahrain Bangladesh Belarus Belgium Bolivia Botswana Brazil British Virgin Islands Bulgaria Cambodia Canada Cayman Islands Channel Islands Chile China Colombia Costa Rica Cote d'Ivoire Croatia Cyprus Czech Republic Denmark Dominican Republic Ecuador Egypt El Salvador Estonia Ethiopia Finland France Gabon Georgia Germany Gibraltar Greece Guatemala Guinea Haiti Honduras Hong Kong Hungary Iceland India Indonesia Iraq Ireland Isle of Man Israel Italy Jamaica Japan Jordan Kazakhstan Kenya Korea Kosovo Kuwait Kyrgyzstan Latvia Lebanon Libya Liechtenstein Lithuania Luxembourg Macedonia Malaysia Malta Mauritius Mexico Moldova Mongolia Morocco Mozambique Myanmar Namibia Netherlands New Zealand Nicaragua Nigeria Norway Oman Pakistan Panama Paraguay Peru Philippines Poland Portugal Puerto Rico Qatar Romania Russia St Kitts & Nevis St Lucia Saudi Arabia Senegal Serbia Singapore Slovak Republic South Africa Spain Sweden Switzerland Taiwan Tajikistan Thailand Togo Tunisia Turkey Uganda Ukraine United Arab Emirates United Kingdom United States of America Uruguay Uzbekistan Venezuela Vietnam Yemen Zambia Zimbabwe

Global growth

Grant Thornton was the fastest growing global accounting organisation in 2012 and 2013. In the last two years alone, global reach has been further extended with a number of new locations including Belarus, Estonia, Haiti, Latvia, Lithuania, Paraguay and Senegal.

Fastest growing global accounting organisation

Competitor growth rates



People by region 2013



Global co-ordination International business centres

International business centres (IBCs) fill a unique role as gateways to worldwide resources, providing Grant Thornton member firm clients with concentrated, specialised services while operating as a hub for global communications, strategy and regionally focused business expertise.

International business centres regularly assist clients in the following ways:

- Co-ordinating multinational engagements
- Providing access to in-country professionals with a deep understanding of the local marketplace
- Co-ordinating enquiries, member firm resources and issue resolutions
- Advising on local member firm capabilities
- Exploring overseas opportunities
- Conducting due diligence in relation to potential partners, customers or suppliers
- Meeting local requirements for tax filings and statutory financial reporting.



In addition to the IBCs, Grant Thornton member firms have formed geographically specialised business groups in order to meet clients needs. Each business group is dedicated to a major region or country, for example China, India and Japan.

38
IBCs
covering
every
region

Our IBCs have deep international experience and can assist and provide our clients with a more global perspective as they navigate complex cross border issues and different cultures.

Jason Ramey,
National managing partner,
International client services,
Grant Thornton US



4 A single global audit approach

World-class delivery

This is about best-in-class assurance services designed to deliver real value and support investor confidence. We use the same tools, methodologies, training and standards across geographies to ensure consistency and cohesion. And our scale and depth means we have credible teams in all jurisdictions.

Global methodology

We use one audit methodology across the globe. This means more than 18,000 Grant Thornton auditors using a single approach. This approach provides our teams with a clear and direct link between identified financial reporting risks and internal controls that address the risks and audit processes. We apply this global audit methodology using the Voyager suite, an integrated set of proprietary software tools.

Global IFRS resources

Capability in IFRS is a core skill. The full-time global IFRS team is responsible for promoting high quality, consistent application of IFRS throughout the organisation.

Grant Thornton Audit Review

A key component of our global strategy is to promote the delivery of consistent, high quality client service world-wide. With our dedicated quality monitoring programme, each member firm is required to submit to an inspection of its quality control system, referred to as the Grant Thornton Audit Review (GTAR), at least once every three years.

Global independence system

Avoiding financial interests in an assurance client, or its affiliate, prohibited by the independence rules is a key objective in maintaining the independence of member firms and the client service engagement teams.



A collaborative culture

We coordinate, cooperate and communicate based on a shared global strategy. This approach ultimately leads to greater consistency and better quality for our clients.

The global leader for assurance services works closely with the global assurance advisory committee, which is composed of heads of assurance from 13 of our member firms. This group brings the depth of knowledge, experience and authority required to effectively develop and implement the assurance strategy around the world. The global leader is also supported by assurance functional leaders who excel in these specific areas: international financial reporting standards; international auditing standards; audit technology and audit quality control.



Ken Sharp,
Global leader,
Assurance services,
Grant Thornton
International Ltd

Assurance advisory committee (AAC)

	Australia	Andrew Archer
	Canada LLP	Jeremy Jagt
	Canada RCGT	Mario Venditti
	France	Gilles Hengoat
	Germany	Hermann Schulze Osthoff
	India	Nabeel Ahmed
	Israel	Izhar Kanne
	Mexico	Jose Franco Minero
	Netherlands	Marcel Welsink
	South Africa	Garron Chaitowitz
	Spain	Alejandro Martinez
	Sweden	Daniel Forsgren
	UK	Mark Cardiff
	US	Trent Gazzaway

Audit functional leaders

Ken Sharp
Global leader

Andrew Watchman
IFRS

Paul Herring
Risk management

Keith Newton
Audit technology

Antony Nettleton
Audit quality control

Rick Wood
International auditing standards

Global accounting industry leadership

As one of the major global accounting organisations we are at the leading edge of standards setting and regulation. Our position on global public policy groups means that we can see what is coming over the horizon and that means our people and our clients are right on top of key industry developments.

The global public policy team is involved in discussions at the highest international level on global standards, integrated reporting and EU accounting reform and Grant Thornton is represented in all major forums around the world:

- ☆ **International Forum of Independent Audit Regulators**
- ☆ **Global Public Policy Committee**
- ☆ **International Federation of Accountants**
- ☆ **International Accounting Standards Board**
- ☆ **International Auditing and Assurance Standards Board**
- ☆ **Financial Accounting Foundation**
- ☆ **International Integrated Reporting Committee**
- ☆ **International Valuation Standards Council**
- ☆ **Federation des Experts Comptables Européens**
- ☆ **American Institute of Certified Public Accountants**
- ☆ **Financial Accounting Standards Board**
- ☆ **European Group of International Accounting Networks and Associations**

We are at the leading edge of standards setting and regulation, ensuring that our member firms and their clients are informed, engaged and connected on key policy issues.

Nick Jeffrey,
Director,
Public policy,
Grant Thornton
International Ltd



5 Deep expertise in non-audit services

Breadth and depth of capability

The time has come to seek out new advisers and new suppliers of non-audit services. With the kind of capabilities you would expect from a global organisation, we are still small enough to provide an entirely different experience based on the individual needs of our clients. Grant Thornton is increasingly regarded as a genuine alternative, particularly when our largest competitors are conflicted out of delivering advisory and tax services for large international clients.

65%
of the Forbes
Global 100
are served by
Grant Thornton

**42% of the
FTSE 100
are non-audit clients**

Clients are demanding greater choice in the advisory market. Our integrated global capabilities, fewer conflicts, and a more agile and commercial approach mean that we are increasingly seen as a genuine alternative for major advisory projects.

Nigel Ruddock,
Global leader,
Advisory services,
Grant Thornton
International Ltd

International tax regimes and compliance regulations change rapidly. Our tax specialists can give you the advice you need to achieve your commercial objectives.

Francesca Lagerberg,
Global leader,
Tax services,
Grant Thornton
International Ltd

**Ranked 5th
globally for
advisory revenues
(accounting organisations)**

Source: Kennedy

Advisory services

We help to solve problems, manage risk and seize new opportunities by offering a range of services across operational, transactional and forensic advisory.



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We have genuine global capability in operational, transactional and forensic services.

	How we can help
Business risk services	Helping clients to comply with operational regulations, laws and requirements.
Business consulting services	Helping clients improve their operational performance, efficiency and effectiveness.
Transactions	Advising and supporting clients involved in all elements of a transaction, be it a sale, an acquisition, valuations, the raising of external debt or private equity or accessing global capital markets.
Recovery and reorganisation	Providing services to companies and individuals in financial distress or to their creditors and stakeholders.
Forensic investigations	Helping clients solve problems related to financial losses from litigation, fraud, insurance and related disputes.

**US\$1.6
billion
global
advisory
revenues**

**20%
growth
in advisory
revenues
in 2013**



Christina Muzerengi
Tax Partner
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E christina.muzerengi@zw.gt.com

Tax services

Tax can be a problem if you let it be, particularly across international borders. Tax regimes and compliance regulations change rapidly and corporate activities in one jurisdiction can have a major impact on tax liabilities in others.

Grant Thornton member firms have tax specialists whose breadth and depth of expertise covers the whole range of tax services. Over 500 tax partners and more than 4,500 tax professionals in Grant Thornton member firms worldwide work together to offer detailed, cross border solutions. We have the capability and expertise to advise large multinationals, privately held businesses as well as public interest entities and individuals on a range of services including:

**More than
5,000
tax professionals
worldwide**



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	How we can help
Transfer pricing	Helping clients to comply with transfer pricing rules, in a cost effective and efficient way, as legislation continues to develop.
Direct international tax	Advising clients on clear and practical tax planning solutions to help manage tax exposure.
Global mobility services	Helping clients proactively address the challenges of differing regulations so that international relocations meet very specific and complex tax rules.
Indirect taxes	Providing services, at every stage of a business cycle, to clients that operate across borders making commercial transactions as well as advising clients looking to seize opportunities in new markets.

We have recently transferred our tax services from the Big 4 to Grant Thornton and have been impressed by the quality of client service provided, both in terms of the level of partner time that we have had and also the quality of advice received.

Finance director,
Whyte and Mackay

Local industry specialists



R. F. Saruchera
Food and Beverage



T. Mawere
Energy and cleantech



T. Zimondi
Financial services



A Mafanuke
Not-for-profit



E. Chimhova
Manufacturing



C. Muzerengi
Tax



F. Chibisa
Public sector



B. Hodza
Hospitality & tourism



T. Mujati
Technology

Our sectors: **Food and beverage** **Energy and cleantech** **Real estate and construction**
Not-for-profit **Public sector** **Mining** **Hospitality and tourism**
Financial services **Technology**

A genuine alternative

The changing environment creates challenges and opportunities.
Grant Thornton can be part of the solution.

Get to know us.

Find out more at

www.grantthornton.co.zw

www.grantthornton.co.zw
www.gti.org

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