



Grant Thornton

An instinct for growth™

Firm Profile

Bringing it all together





Grant Thornton

An instinct for growth™

The leading advisor to dynamic organisations: helping our clients unlock their potential for growth

About us

Grant Thornton Zimbabwe is a member firm of Grant Thornton International Limited (GTIL). 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.



Contents Page

A Global Organisation	5
Grant Thornton Zimbabwe	9
Instinct for growth	10
What makes us different	12
Our key areas:	14
Our vision	15
Our values	16
Our approach	17
Our partners	18
Our people	19
Our services	20
Our offices	21
Contact	23



“As one of the leading firms in Zimbabwe, we are continually inspired to anticipate changes in the environment and adjust strategies to seek out new opportunities”.

Foreword

our unique position as a firm is that our size enables us to provide personalised services with hands-on involvement at partner level on assignments. Our success is attributed to the professional experience and skills of our partners, consultants, managers and supporting staff that consistently ensure that the highest standard of service is delivered at all times in an ethical manner.

Reggie. F Saruchera
Managing Partner

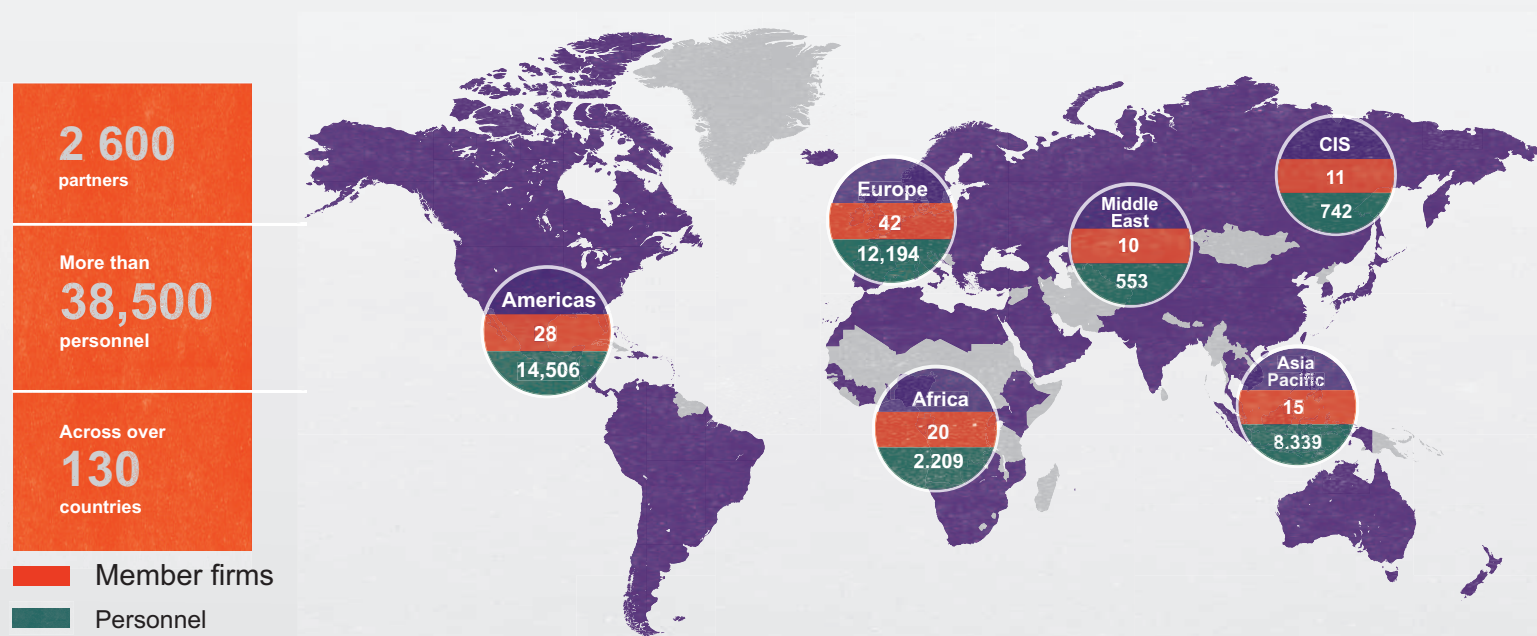
A Global organisation

Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms.

For more than 100 years, Grant Thornton has provided valued service to organisations with the potential to grow, to operate internationally, that needed to adapt to market conditions and deal with complex events or transactions.

We are a leading business advisor helping dynamic organisations around the world unlock their potential for growth by delivering meaningful and forward - looking advice. We do that by providing real insight through a combination of technical rigour, commercial experience and intuitive judgement.

We have more than 38,500 Grant Thornton people in over 130 countries, working with privately owned, publicly listed and public sector clients each day. Our strong global organisation, combined with our understanding of both the local market and dynamic economies across the world, enables Grant Thornton to support you no matter where you choose to do business.



Our global positioning



5th

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

2nd

Largest accounting firm in Botswana

5th

Largest accounting firm in South Africa



38,500

Grant Thornton people

2,400

assurance clients listed on over 20 exchanges worldwide

65%

of the Forbes global 100 served by Grant Thornton



Global awards for excellence

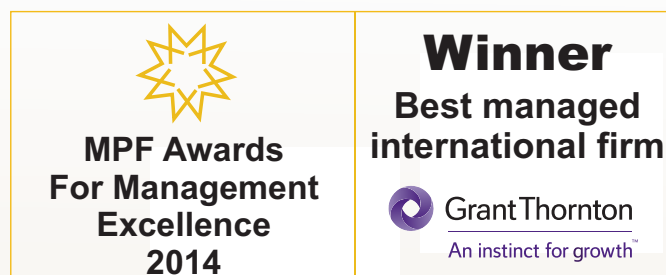


At the 2013 global International Accounting Bulletin awards, Grant Thornton out-shined global competitor audit firms to win the 'Network of the Year' award. The International Accounting Bulletin awards are held each year to recognise achievement and performance of the global accounting and audit industry.

Top 50 world's most attractive employer



More than 200,000 students named Grant Thornton one of the top 50 most attractive global employers



The Managing Partners' Forum, a professional body that celebrates 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's global strategy and leadership, which has enabled Grant Thornton to lead the major global accounting networks in revenue growth the last two years.

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.

Reggie Saruchera, the Lead Partner at Grant Thornton in Zimbabwe, 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."

Grant Thornton named Employer of the Year by International Accounting Bulletin

WINNER 2014

EMPLOYER OF THE YEAR
GRANT THORNTON
INTERNATIONAL

www.internationalaccountingbulletin.com

At the end
of the day, our
people make us
who we are

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.

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
Grant Thornton International	More than 38,500 personnel	Located in 696 Offices	Across over 130 countries



Harare office

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An instinct for growth



(Reason) + *(Instinct)* = *Growth*

At Grant Thornton, we apply both reason and instinct to help dynamic organisations navigate complexity and unlock their potential for growth.

An instinct for growth

Unlocking your potential for growth

What does this mean? At its simplest, it is what we stand for and what sets us apart from our competitors. We want to become the leading business advisor to dynamic organisations by unlocking their potential for growth. This is communicated by our tag-line, 'An instinct for growth.' Our capabilities, expertise and culture reflect this and make us perfectly placed to fill the role of **trusted advisor**.



'An instinct for growth', points to a distinctive approach that helps our clients solve their business issues. This touches everything we do, from the services we provide to our culture and behaviour. We know that growth is a fundamental priority for

dynamic organisations – whether in financial measures,

operational efficiency, new ways of working or

stakeholder relationships. Central to our approach is

the combination of **reason** (our technical excellence and

rigour) and **instinct** (experience and intuition). 'An instinct for growth' recognises the role that both reason and instinct play in business decisions.

"Grant Thornton is an agile, fast-moving organisation without any complex hierarchies. You feel as if you are talking to individuals who fully understand your business, not just a faceless organisation."

By combining our reason with our instinct, we are able to provide our clients with more meaningful, insightful advice and help them unlock their potential for growth. We are keen to understand their business. We ask insightful questions, we challenge their thinking. All

our people are accessible and approachable. Our client service teams have the power to act and we make decisions quickly. This all adds up to a co-ordinated approach that is fast and agile.

What makes us different?

Global organisation

Grant Thornton brand

Leading business advisers

Integrated services

Technical & industry excellence

Meaningful, actionable advice

Assurance services

Tax services

Advisory services

What we do

We provide services & meaningful, actionable advice in the areas of assurance, tax and advisory

Approachable partners with a genuine interest in clients

Apply commercial acumen & instinct to discussions

Bring clarity & insights to client issues

How we do it

Approachable partners, supported by proactive teams, use business discussions to offer insights, experience and instinct to solve complex client situations

Agile, responsive & focused on what matters most

Respectful, responsible & collaborative

Who we are

Grant Thornton people are agile and responsive to changing situations. Respectful, responsible and collaborative, we focus on what matters most to our clients, our colleagues and our communities

Unlock the potential for growth

Why we do it

We help the world's most dynamic organisations unlock their potential for growth

What we are

A global organisation of leading business advisers operating under the Grant Thornton brand

Integrated affiliations and certifications

Grant Thornton Zimbabwe is an accredited trainer for a wide range of professional bodies





Our key areas

Our vision

Our values

Our approach

Our partners

Our people

Our services

Our offices

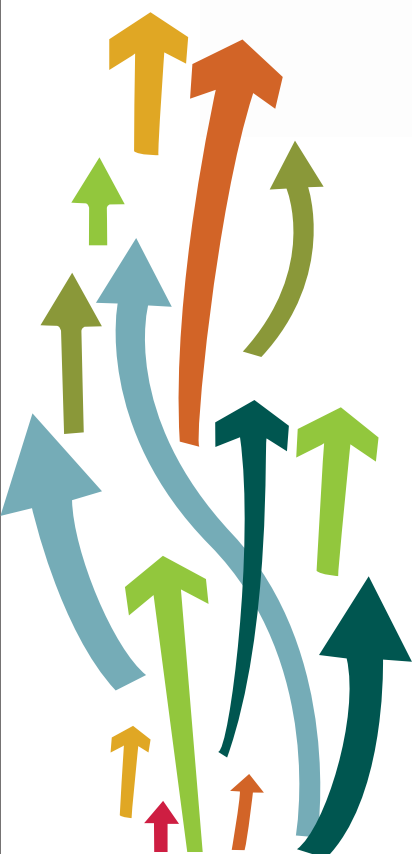
Our Vision:

“To be the leading business advisors to dynamic organisations by helping them unlock their potential for growth.”

We believe in...



We are driven by these CLEARR values



Collaboration

Unite through global collaboration:

Ask for help, give help. We work well together.

Leadership

Demonstrate leadership in all we do:

Have courage and inspire others. We challenge each other to be the best we can.

Excellence

Promote a consistent culture of excellence:

Find a better way every time. We never get complacent!

Agility

Act with agility:

Think broadly, act quickly. We thrive in change!

Responsibility

Ensure deep respect for people:

Use influence wisely. We own our actions!

Respect

Take responsibility for our actions:

Listen and understand, be forthright. We create honest relationships!

Our approach

Global reach, client service excellence and an integrated approach.

Global reach, local touch

comprehensive global coverage

member firms work together to provide a seamless international service

local knowledge combined with global resources

Client service excellence

high level partner involvement on assignments

dedicated staff with specialised skills

broad resource base of sector specialists who are geographically mobile

Integrated approach

aim to provide solutions rather than services

teams work closely together to deliver the product you require

innovative approach tailored to client needs

We make a difference everyday



Our Partners

At Grant Thornton
we use both
reason and instinct
to help dynamic
organisations
navigate complexity
and unlock their
potential for growth.



R. F. Saruchera
CA (Z), CFE



T. Mawere
FCCA, CFE,
CPFA, MBA



T. Zimondi
CA (Z), ACFE



A Mafanuke
MSc (Acc&Fm),
FCCA



E. Chimhowa
CA (Z)



C. Muzerengi
BBS, AICTA,
MBA, ACFE



F. Chibisa
CA (Z)



Our professionals

The quality of our services is a function of the quality of our staff.

The ratio of professionally qualified staff to trainees is (1:5)



B. Hodza
Senior Manager
Advisory



T. Vela-Moyo
Manager Tax



T. Mujati
Manager IT



A. Dera
Senior Manager
Corporate Recovery



B. Mbano
Manager
Corporate Finance



B. Makumire
Manager
Human Resources



C. Kapfunde
Manager Audit



D. Mutama
Manager Audit



K. Tibugare
Manager Audit



O. Mabuya
Manager
Bulawayo office



T. Mungwazi
Manager Audit



E. Mutasa
Audit



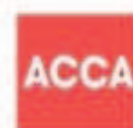
M. Umar
Advisory



O. Nyakudya
Audit



D. Chikura
Advisory



Outline of services

Assurance	Tax	Advisory	Accounting and outsourcing	Industries
Financial statement audits <ul style="list-style-type: none"> - international companies - privately held businesses - public companies 	Compliance & advisory <ul style="list-style-type: none"> - transaction planning - income tax - VAT, CGT and other transactional taxes - reorganisations, mergers and acquisitions 	Operational services <ul style="list-style-type: none"> - business risk services - business consulting 	Human resources consultancy <ul style="list-style-type: none"> - recruitments & placements - payroll management - learning & development - industrial relation - HR systems design & implementation 	Energy & cleantech
Compilation of financial statements (Including IFRS)	Tax health checks	Transactional services <ul style="list-style-type: none"> - transaction advisory services - valuations - M & A advisory 	Bookkeeping/financial accounting	Financial services
Financial statement reviews	International tax <ul style="list-style-type: none"> - expatriate tax - international tax advisory - transfer pricing 	Forensic services <ul style="list-style-type: none"> - forensic accounting, fraud investigations - digital forensics 	Company secretarial services	Food & beverage
Reporting on controls at a service organisation	Private wealth <ul style="list-style-type: none"> - personal and corporate tax - family wealth planning 	Information Technology <ul style="list-style-type: none"> - IT Audit - IT due diligence - penetration testing - vulnerability assessment 	Tax compliance within outsourcing	Hospitality and tourism
Review and agreed-upon procedures engagements	Compensation and benefits <ul style="list-style-type: none"> - expatriate tax services 	Recovery & reorganisation <ul style="list-style-type: none"> - judicial management - liquidation - curatorship 	Payroll	Manufacturing
	Deceased estates and trusts	Governance, risk and compliance <ul style="list-style-type: none"> - enterprise risk management - governance & regulatory - internal audit 	Business process outsourcing	Mining
	Private client services		Processing consulting	Not-for-profit
				Public sector
				Real estate & construction
				Technology

Harare new office extension

At Grant Thornton, we work with dynamic organisations like yours, solving the most interesting challenges and helping to unlock your potential for growth. We realise that in order to be effective at

what we do, we need to be and look the part. That is why we have invested in people and processes, as well as in high end business environments for your trusted brand of advisors.



To accommodate the growth we are experiencing as a brand, we extended the Camelsa Business Park and expanded our offices. Growth for us is something that pervades every aspect of who we are and what we do. We recognize that our growth should be more about business relationships, developing people and encouraging innovation. For Grant Thornton, the new office extension at 137 Enterprise Road is testament of what steady, solid and organic growth can be. The kind that will yield long-lasting results.

Grant Thornton moves into Bulawayo...



Bulawayo office

Our instinct to grow has not been limited by location either. We recently acquired a property in Bulawayo that we have renovated to suit our brand standards.

This is our new home in the southern part of the country, established to serve the needs of our clients and unlock their potential for growth.

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