

Corporate Responsibility

Gaining momentum

We know that our everyday business activities affect not only our own organisation but society more widely – both through our own actions and through the actions of those we do business with.

Historically, corporate responsibility involved little more than the handing over of a cheque for a good cause. Deloitte believes it can do more by working towards developing a far more collaborative relationship with community groups, charities and non-governmental organisations. We believe in a tripartite relationship between the firm, our people and our corporate responsibility partner organisations, where the talents and the resources of our firm demonstrate our pursuit of a responsible business strategy and our goal of being leaders in society.

The best way for us to effect change is through our intellectual capital – the power of our people to apply their business skills to pressing global and local challenges. We make a difference in large and small ways every day. The scope ranges from high-level collaborations, to local contributions of skills-based volunteering. Taken together, we are proud that Deloitte is regarded as one of the leading companies for corporate responsibility in the UK, and by the value our corporate responsibility partners get from our long-term support.

The following summarises some of the highlights from the year. Full details can be found in our dedicated Corporate Responsibility 2008 Report.

Highlights and awards

- This year, Deloitte received a Gold rating (93.5%) in the Business in the Community 2007 Corporate Responsibility Index, up from Silver (85%) last year
- We were listed in the 2008 Sunday Times 50 Best Green Companies
- One of only 21 UK-based companies to be awarded the CommunityMark by Business in the Community, recognising excellence in community investment
- Gold Quality Mark for Payroll Giving from HM Treasury for the third consecutive year
- BHF Heart of Business Awards: 'Greatest Achievement in Building a Long Term Partnership' and Deloitte Community Programme Manager Jo Westhead recognised for 'Outstanding Achievements as Corporate Charity Champion'

Our Community Agenda

Disability Sport

The Deloitte Foundation has invested £1.7 million over five years to develop disability sport at a grassroots level. With matching commitments from the UK government bringing the total investment to £3.4 million, this is the largest programme of its kind in the UK.

Phil Lane, Chief Executive of the British Paralympic Association said: "At grassroots level there is a need to create opportunities for those embarking on their first steps to sporting achievement. We also need to help those with talent who want to progress to a higher level of performance. Deloitte's investment will enable us to do just that."

Our website www.parasport.co.uk is a key resource to help disabled people get involved in sport. We also offer bursaries through our Talented Athlete Scholarship Scheme. Twenty-three disabled athletes who are supported by Deloitte through the scheme have been selected to represent Great Britain at the Beijing 2008 Paralympic Games.

"We are proud of the fact that we are helping these young people combine their sporting and academic career," says Heather Hancock, Managing Partner, Brand and Innovation. "Being an elite athlete is costly. But for a disabled athlete there are additional cost hurdles to overcome. For instance, it costs these students more to travel anywhere, find the right coaching, and get specialised equipment. So, it is a tremendous achievement for these athletes to do this while gaining their academic qualifications."



Employability Skills

Deloitte's award-winning Employability Skills initiative represents a £2m investment to date. Since 2001, we have been working with employers, training consultants, further education colleges and the UK Government to design and deliver a qualification that will provide young people with the skills, attitudes and behaviours they need to secure and sustain employment. More than 2,000 people have already completed the course at colleges across the country, with thousands more enrolling each year thanks to a major expansion of the programme made possible by the Deloitte Foundation.

The scheme will benefit up to 40,000 young people across the UK. Deloitte partners and employees are supporting students on employability skills courses by delivering workshops on business topics such as interview skills, CV writing and presentation skills.



Gaining momentum

Fundraising and payroll giving

During 2005-2007, the firm appointed the British Heart Foundation (BHF) and Leukaemia Research as our national charities, as voted for by employees and partners across the UK. Our people raised more than £1m for each charity through fundraising events, payroll giving and matched funding from the firm.

Douglas Campbell Rouse, Head of Corporate Partnerships, BHF said: "We have been extremely impressed and humbled with the level of expertise and enthusiasm with which Deloitte people have engaged in their Charity of the Year programme. The impact of the £1.016m has made a massive difference to our charity in helping to keep more hearts beating through pioneering research, education and care initiatives."

Kate White, Director of Fundraising for Leukaemia Research said: "The money Deloitte has raised is helping thousands of children and adults with leukaemia and related blood cancers. Every year 25,000 people are diagnosed; we want to give every one of them the best chance of survival. Thanks for your support."

For 2008 and 2009 the firm's national charities are Cancer Research UK (CRUK) and the NSPCC. Our aim is to raise at least £1m to fund the purchase and running of a desperately needed mobile cancer awareness unit for CRUK, and for the NSPCC to fund an online counselling service providing internet and SMS access for vulnerable children.

Almost 25% of Deloitte's employees donate regularly to the firm's national charities and/or charities of their own choice, through the firm's payroll giving scheme.

In 2008, Deloitte is also a platinum benefactor of this year's Lord Mayor's Appeal, benefiting Wellbeing of Women, a charity whose purpose is to fund research into obstetric and gynaecological health matters here in the UK and ORBIS, set up to eradicate preventable blindness, primarily in the developing world.

Volunteering and Community Days

Hundreds of our people take part in long-term mentoring programmes operated across the UK, including our popular secondary school mentoring and number and reading partner schemes. We offer a number of ways for our people to volunteer, with our focus on enabling our people to use their skills and expertise to help disadvantaged communities. We also support our people to make a visible contribution to their local community on a single day through our Community Day Programme. Community Days give groups of up to 200 people the chance to make a difference on a variety of community and environmental projects. Community Days are very popular with our people, as they give them an opportunity to give back to their local communities with an increasing focus on sustainability and regeneration.

Our Green Agenda

Launched in 2007, our Green Agenda addresses what Deloitte needs to do to develop a sustainable, profitable and environmentally friendly business.

Raising awareness of environmental issues and how the firm can reduce our impact is one of the key components of our Green Agenda. We have set up a UK-wide Green Champions network to help support the agenda at a local level, and to provide feedback on our initiatives and areas for improvement. We regularly undertake campaigns to raise awareness and change the behaviours of individuals working at Deloitte. Together these small changes add up to a big difference.

The journey from silver to gold

Deloitte has been awarded an overall Gold rating in the Business and the Community 2007 Corporate Responsibility Index. The results were published in the Sunday Times in May, in the 'Companies that Count' supplement.

Our performance in the overall index increased 8.5 percentage points to 93.5% from 85% and a 'Silver' rating last year. In the individual Workplace, Community and Environment indices, Deloitte received Platinum (95%), Platinum (99%) and Gold (91%) respectively.

Deloitte joins the Prince's May Day Network

This year, Deloitte submitted a May Day case study on climate change to Business in the Community, reporting on our climate change actions and activities.

Our contribution was recognised by HRH The Prince of Wales and we were invited to join the Prince's May Day Network, run by Business in the Community. The network is the UK's largest group of companies (approximately 200) committed to collaboratively tackling climate change by mobilising their companies, employees, suppliers and customers. By sharing best practice, these companies promise to play a powerful role in reducing the UK's carbon emissions.

As a member of the network, Deloitte has pledged to take action on:

- Integrating a low carbon strategy into our business model
- Committing adequate budget and resources to tackling climate change
- Encouraging our suppliers to measure and minimise their carbon footprint.

Deloitte completes London campus

In 2004, following unprecedented growth, Deloitte took the decision to design and build a new London urban campus, which is centred around the leafy city oasis of New Street Square. The project has involved moving 7,500 of our people and giving them access to state of the art communication systems, a gym and health facilities. Environmental considerations were encapsulated in our design, tender processes and ways of working.

The majority of the project was completed in 2008 and the firm is realising a wide range of environmental benefits from the move, including:

- More than 400 new cycle bays and showering facilities for cyclists
- 50% reduction in stationery consumption, following the introduction of centralised floor management
- 25% (5m kWh) reduction in energy consumption in the new London campus
- 80% (from 10%) of waste now recycled in London and an ongoing national roll out programme
- 100% of directly purchased electricity from renewable sources
- 87% of surplus furniture recycled
- Working with our landlord, we have incorporated green walls and green roof space into the design.

Deloitte has completed year two of our three year Carbon Management Programme with the Carbon Trust. The firm aims to achieve ISO14001 accreditation in 2009.

United Bank of Carbon

Deloitte is assisting with the development of the United Bank of Carbon (UBoC). The UBoC is a community interest company which allows businesses to fund rainforest sustainability on a global basis. Deloitte is providing invaluable skills and expertise to this globally prominent project which looks to provide support to a broad base of environmental and under-funded global causes.

UBoC will broker partnerships between individual businesses and specific rainforest protection projects run by established non-government organisations. UBoC Trading (a PLC) will invest in the validation of UBoC rainforest projects for trading in the emerging global voluntary and compliance carbon markets.