

# Firm capabilities profile

**An invitation to grow with us | Grant Thornton, Botswana**



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“Our people passionately collaborate with dynamic organizations to realize their strategic ambitions. What sets us apart is our relationship-led approach which proudly makes us a trusted adviser”.

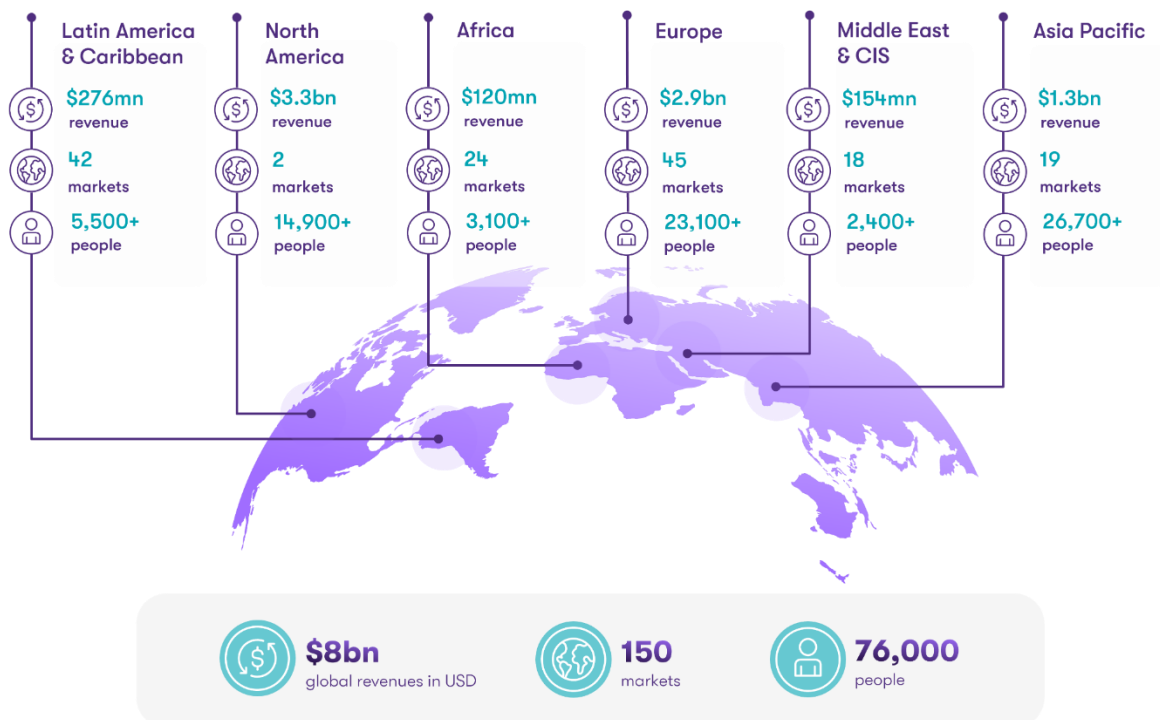
**Mr. Kalyanaraman Vijay**

**Managing Partner, Grant Thornton, Botswana**

# About Grant Thornton

We're a network of independent assurance, tax and advisory firms, made up of 76,000 people in 150 markets. And we're here to help dynamic organisations realise their potential for growth.

For more than 100 years, we have helped dynamic organisations realise their strategic ambitions. Whether you're looking to finance growth, manage risk and regulation, optimise your operations, or realise stakeholder value, we can help you. We've got scale, combined with local market understanding. That means we're everywhere you are, as well as where you want to be.



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Data as at 30 September 2024

Statistics provided in this section were last updated in 2024.

## A different way of doing business

Privately owned enterprises, listed companies and public sector organisations come to us for our global scale, quality, industry insight and deep technical expertise. But what sets us apart is our distinctive client experience which leads to more meaningful advice and a better working relationship.

## Local feel, global team

Teams in member firms worldwide work and train together, sharing industry experience, technical expertise, and a commitment to excellence. Whatever the geographic location, we apply the same insight, flexibility and relevant experience.

## African footprint

24 member firms in Algeria, Botswana, Cameroon, Egypt, Ethiopia, Gabon, Guinea, Ivory Coast, Kenya, Libya, Malawi, Mauritius, Morocco, Namibia, Nigeria, Senegal, South Africa, Tanzania, Togo, Tunisia, Uganda, Zambia and Zimbabwe.

## Awards

These achievements are a result of our strategic drive, global leadership, and remarkable growth around the world. And we understand that these awards reflect not only our strength as a global organisation, but as a collection of member firms that are all dedicated to the highest level of client service.



**EMCC "Global Coaching Award" 2020**

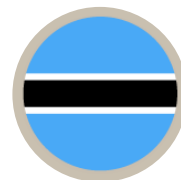


**Universum "Global Top 50 World's most attractive Employers" 2016 / 17 / 18**



**Accounting Bulletin "Employer of the year" 2017**

# About Grant Thornton, Botswana



**1976**  
Establishment of the firm – Acumen Associates

**1992**  
Affiliated with Grant Thornton

**Gaborone, Francistown**  
Office locations

**5 service lines**  
Assurance, Tax, Advisory, Business Process Solutions, Corporate Services

**54.6%**  
Citizen ownership

**3**  
Batswana Managing Partners since inception

**150**  
Employees

**136**  
Citizen staff strength

**12**  
Partners and Directors

**24 years**  
Senior management's average experience with the firm

**39**  
Qualified professionals – CA, ACCA, CIMA, CFA, CISA, CWA, MBA, CRISC, CIA, CNSP

**66%**  
Women

**69%**  
Youth

Statistics provided in this section were last updated in April 2025

## Our purpose

Play our role in shaping a vibrant economy. We impact society through who we work with, what we do for them, what we speak out on and how we are as a business.

- Create an environment where our people flourish
- Build trust and integrity in the market
- Unlock “sustainable” growth in dynamic organisations (our clients)

### Professional affiliation – firm

**Member of Botswana Accountancy Oversight Authority (BAOA)**

Audit firm of public interest entity

**Member of Botswana Institute of Chartered Accountants (BICA)**

Non-audit service firm

**Registered with Botswana Stock Exchange (BSE)**

Registered advisor – Reporting accountant and Auditor

**Approved by Bank of Botswana**

Bank auditor

**Approved by Botswana Qualifications Authority (BQA)**

Training consultancy

### Professional affiliation – staff

**Certified Auditor of Public Interested Entity' with Botswana Accounting Oversight Authority (BAOA)**  
4 Partners including 1 Motswana.

**Fellow”, “Associate”, or “Accounting Technician” members of the Botswana Institute of Chartered Accountants (BICA)**

Service line and operation professional staff

**“Fellow” or “Associate” members of professional bodies**

Service line and operation professional staff



## For more information





# Why Grant Thornton - our client promise

Organisations come to us for our global scale, quality, industry insight and deep technical expertise. But what sets us apart is our distinctive client experience which leads to more meaningful advice and a better working relationship.

## How we 'Go Beyond' to serve our clients

<b>Care about people</b> Listen actively, challenge constructively Take it personally Be connected	<b>Be more agile</b> Work out what the client's real need is Bring the right resources together at speed Match the client's pace	<b>Value different perspectives</b> Be curious Uncover fresh solutions Collaborate widely	<b>Show the way</b> Be ahead of the issues Guide your client Speak out
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## Our client promise

We discover what's important to you and make it important to us	Agile and responsive service	Pragmatic solutions to help you improve and grow	Collaborative teams with a different mindset
Our culture is built on a genuine interest in our clients – their challenges, growth ambitions and wider commercial context. You get the attention you deserve from approachable, senior professionals who ask the right questions, listen and provide real insight and a clear point of view.	Our size and structure create advantages for you. We adopt a flatter structure, with shorter decision making chains, empowered teams and no complex chains of command. We have all the necessary processes and controls but they're streamlined and efficient. Our teams are more responsive.	Our teams bring ideas to the table, going beyond the technical issues to recommend ways to make your business better. We balance a desire to do what's best for you in the future with an experienced sense of what's going to help you now.	Our people are open, accessible and easy to work with. We work through the issues alongside you, always with an independent perspective and challenging where necessary. Our collaborative style also enables us to assemble teams across service lines, industries and geographies to tailor our capabilities for you.
<b>What this means</b> <ul style="list-style-type: none"> <li>A relationship-led approach with more time and attention from senior management and senior advisers</li> <li>A deeper understanding of your business for more meaningful advice and recommendations</li> </ul>	<b>What this means</b> <ul style="list-style-type: none"> <li>A faster response when you need quick answers and clarity</li> <li>Anticipating the answers you'll need before you ask</li> </ul>	<b>What this means</b> <ul style="list-style-type: none"> <li>Helping you think ahead and think more broadly</li> <li>Proactively identifying opportunities for improvement and growth</li> </ul>	<b>What this means</b> <ul style="list-style-type: none"> <li>Teams and solutions built around your needs not our structures</li> <li>A better working relationship with you and your team</li> </ul>

# Meet our senior management



## **Kalyanaraman Vijay (FCA, FCCA, ACMA, Grad CWA, CNE)**

### **Managing Partner**

Vijay has over thirty (30) years of experience in audit, tax, corporate services and advisory. He was previously in charge of the northern operation of the firm, and for building the Advisory Services practice at Grant Thornton, Botswana. He was the first president of the Botswana Institute of Chartered Accountants (BICA) and has served on the council of highest standard setter and regulatory authority of the accounting profession in the country. Vijay has attended the Senior Leadership Programme and Advanced Leadership Program facilitated by Grant Thornton International.



## **Aswin Vaidyanathan (BCom, CA, ACA (India), FCA (Botswana), CISA)**

### **Partner and Chief Operating Officer**

Aswin has over twenty-eight (28) years of experience in advising growing companies and their stakeholders on audit assurance, IFRS compliance, tax and financial matters. He is a member of ISACA the governing body of certified information systems auditors. He serves in the Professional and Training committee of BICA and also on the continuing Professional Development sub-committee of BICA. Aswin has attended the Advanced Leadership Program facilitated by Grant Thornton International.



## **Madhavan Venkatachary (CA, HDSC, FCA (India), FCA (Botswana))**

### **Partner and Head of Assurance**

Madhavan has over twenty-nine (29) years of experience in the field of audit and assurance services, specializing in the audits of financial sector clients, various governmental, quasi-governmental and nongovernmental organizations. He was a committee member of the Public Sector Committee of BICA and is currently a trainer for audit methodologies of GTI in Southern Africa. Madhavan is also the champion on Grant Thornton International audit tool LEAP and audit methodologies in Botswana. Madhavan has attended the Advanced Leadership Program and Exceptional Coach Program (recognised by European Mentoring and Coaching Council (EMCC)) facilitated by Grant Thornton International.



## **Anthony Quashie (Bcom, CGMA, FCA, ACMA)**

### **Partner and Head of Business Process Solutions**

Anthony has over twenty-five (25) years of experience, he has been the team leader specialising in company share valuations, management accounting systems, company financial statements finalisations and VIP Payroll systems, and provision of advice on portfolio management, more especially for related and group company structures. He also provides soft skills support in the area of Pastel, Caseware amongst others. Anthony has attended the Advanced Leadership Program facilitated by Grant Thornton International.



## **Sunny Mulakulam (Bcom, CA, ACA (India), ACA (Botswana))**

### **Partner, Assurance**

Sunny has over twenty-three (23) years of experience in the field of Audit and Assurance services. Sunny has been in charge of the external audits and other assignments for a diverse clientele, involving banks large manufacturing, real estate, construction, trading, non-profitable organisations and service industry clients. Sunny is currently a member of the templates setting committee of Grant Thornton International Limited, and the Grant Thornton International Audit Review (GTAR) team. Sunny has attended the Advanced Leadership Program facilitated by Grant Thornton International.



## **Aparna Vijay (Bcom, CA, FCA (India), FCA (Botswana))**

### **Partner and Head of Corporate Services**

Aparna has over twenty-two (22) years of experience in providing consultancy in company law and related matters, with focus on providing services to privately held organizations and corporate clients. Aparna is an expert in Companies Act and helps companies with complex matters such as restructuring through amalgamations and share reduction. Aparna has attended the Advanced Leadership Program and Exceptional Coach Program (recognised by European Mentoring and Coaching Council (EMCC)) facilitated by Grant Thornton International.



### **Arindam Ghosh (Bcom, CA, ICAI (India), ACA (BICA))**

#### **Director and Head of Advisory Services**

Arindam has over twenty-four (24) years of experience in transaction advisory services, business risk services, finance and accounts, and equity research. He has been involved in providing financial and commercial due diligence, valuation (equity & bond), financial modelling, M&A advisory (sell-side & buy-side), reporting accountants' opinions, viability reviews, risk assessment, internal audit, financial procedures preparation and other business consulting services to clients across a wide range industries. Arindam has attended the Advanced Leadership Program and Exceptional Coach Programme (ECP) (recognised by European Mentoring and Coaching Council (EMCC)) facilitated by Grant Thornton International.



### **Olivia Muzvidziwa (BSc (Hons) BM, Adv Dip Int Tax, Adv Dip TP, ICTA)**

#### **Director and Head of Taxation**

Olivia has over forty (40) years of experience in Taxation. She has worked for the tax authority in various roles including assessing, investigations, and registrar of the special tax courts. She is well versed in providing advice on Botswana tax implications of proposed projects including corporate tax, VAT, treaties, employment tax, withholding taxes and available tax incentives. Her experience includes advising clients on tax implications of cross-border transactions and application of tax treaties to avoid double taxation.



### **Sangeeta Aswin (BCom (Hons), ICWAI, ACMA, FCPA)**

#### **Director, Finance and Administration**

Sangeeta has over sixteen (16) years of experience in accounting. She has been involved in various assignments towards effective management information reporting and setting up of accounting systems. She has trained expertise in Pastel accounting software and has been instrumental in the installation and setting up of accounting systems for many of her clientele. Sangeeta is currently part of the Finance and admin team, in charge of effective process implementation in finance, management reporting, costing and budgeting. Sangeeta has attended the Advanced Leadership Program and Exceptional Coach Programme (ECP) (recognised by European Mentoring and Coaching Council (EMCC)) facilitated by Grant Thornton International.



### **Sakshi Shukla (MBA, BAcc, PGDE Business, FCPA, FCCA)**

#### **Associate Director, Marketing, Communications and Business Development**

Sakshi has over thirteen (13) years of experience having worked in Advisory, Assurance, and Marketing communications and Business Development. She is involved in several firm wide projects that have assisted in the development of business acumen and know-how amongst our clients. Sakshi has led the Private Business Growth Awards since inception, a national-level initiative presented as part of the Global Expo in collaboration with Business Botswana and BITC, and has served as a member of BICA's Finance and Admin committee. Sakshi has attended the Managers as coach, Emerging Leadership Program and Advanced Leadership Program facilitated by Grant Thornton International.



### **Dr Sampath Kumar (PhD in Management, MBA, BTech, MSC (Cyber security), CISM, CISA, CRISC, CGEIT, CEH)**

#### **Associate Director, Information Technology**

Sampath has over thirty (30) years of experience in IT. He is a certified in various IT areas who takes care of all IT matters, implementation of policies set by Grant Thornton International Limited and conducting compliance audits on Grant Thornton member firms compliance requirements. He has been actively involved in conducting Infrastructure and IT Risk Audits in VMware, Hyper V and other similar platforms such as CITRIX, Information security, to name a few. Arindam has attended the Emerging Leadership Program facilitated by Grant Thornton International and is currently enrolled for the Advanced Leadership Program.



### **Steven Zgambo (AAT, ACCA, FCPA)**

#### **Associate Director, Assurance**

Steven has over fifteen (15) years of experience in the field of audit. Steven has been in charge of external audit assignments as an audit manager in charge of preparation of the audit plan and its tailoring according to every audit needs, monitor progress of the audit team, allocation to audit work among the audit team members and monitoring of its progress and support of the audit team under the conduct of the audit in respect of both – organizational and technical issues. Steven has attended the Managers as coach, and Emerging Leadership Program facilitated by Grant Thornton International.



# Forward thinking insights

We guide our clients to help them address pressing business issues and tackle tomorrow's challenges through articles to help them look ahead at the latest knowledge and insights delivered through our International Business Research (IBR), local alerts and thought leadership. For more information, visit our website [www.grantthornton.co.bw/insights/](http://www.grantthornton.co.bw/insights/)





# Training and professional development

At Grant Thornton we develop transformational leaders throughout their career journey with global milestone programmes, strategic global assignments, and on-the-job experiences while creating meaningful connections.

All our staff members receive structured world class training in excess of mandatory CPD hours, on work related areas, leadership development, etc. These trainings are imparted locally and internationally by designated highly qualified training professionals.

## **Citizen development and training programme**

We provide a fully-paid sponsorship and empowerment programme to our Botswana staff members, to assist them to attain professional qualifications by paying tuition fees, examination fees, registration fees, providing sufficient paid study leaves, etc. Over the last couple of years, our initiative has seen three citizen staff members qualifying as professionals upon successful completion of their professional examinations, and they were immediately absorbed into the executive level of professionals.

## **Authorised Training Employer (ATE) – BICA**

We have been identified by the Institute of Chartered Accountants of England and Wales (ICAEW) to impart training to 'Articled clerks' as part of the BICA Chartered Accountant qualification.

## **The Exceptional Coach Programme**

This programme is an accredited coach development programme that provides our leaders with a quality assured individual coach to practitioner level accreditation. This has been developed in-house with our business in mind and provides a complement to technical expertise in offering professional coaching to our people and clients.

## **The Senior Leadership Programme**

This programme is aimed at CEOs and leaders in senior strategic positions, providing transformational leaders the opportunity to better understand themselves as a leader, their leadership journey to date, and how they will impact the global brand and their firm's culture and future. Participants have access to thought-provoking new thinking, leadership theory, and strategic frameworks from a premier academic institution, Harvard Business School.

## **The Advanced Leader Programme**

This programme is for high-performing, experienced, and client-facing senior managers and directors. The programme enables participants to develop a more global perspective when serving clients, increase their own

business acumen, manage client and employee relationships more effectively and work on winning international business. They explore dynamic and challenging topics to enhance their self-confidence in delivering strategic and innovative solutions for our clients.

## **The Emerging Leaders Programme**

This programme is aimed at managers and senior managers who are recognised as future leaders by their firms and is designed to support cross-border and cross-service line collaboration. Participants network and collaborate cross regionally, develop their understanding of the regional market and the role of the growth advisor and improve the skills needed to lead successful and diverse teams and leverage individual strengths.

## **Online learning platform "Learn Connect"**

Grant Thornton International Limited offers member firms access to "Learn Connect", a web-based learning platform that offers a diverse pre-existing library of courses on a variety of subjects. Our firm has a senior management level resource who works closely with team leaders to monitor usage, assign courses, track course completion, and create learning paths for specific groups of users.

## **Cyber security training**

Grant Thornton, Botswana ensures that users are trained on the cybersecurity awareness, incident reporting and response on regular basis.

## **Quality Management Manual (QMM) training**

Our QMM sets out the firm's policies and procedures in respect of its quality control system. A QMM training / refresher training is conducted on an annual basis on:

- Ethical requirements in accordance with the IESBA Code of Ethics & local standards
- Quality standards in accordance with ISQC1
- Grant Thornton International Limited (GTIL) required principles, policies and procedures

## **Anti-Money Laundering (AML)**

The Firm has developed a set of policies and procedures based on the requirements of the FI Act and Regulations. An AML training / refresher training is conducted on an annual basis.

# Investing in tomorrow's tech

Our approach towards client service has always been to keep up-to-date with the ever changing business environment and technological landscape.

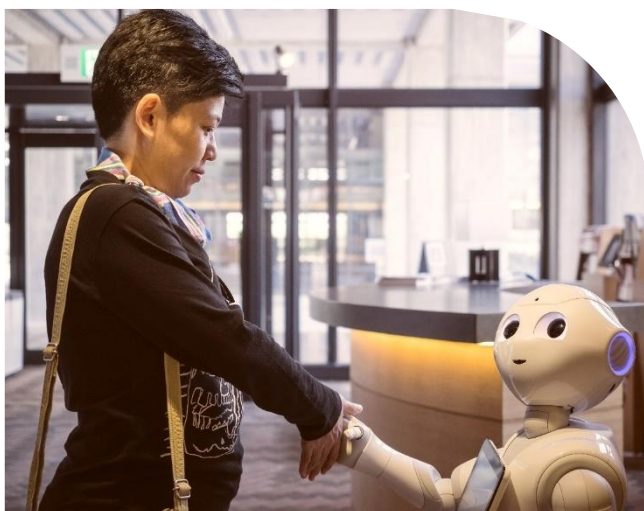
Information technology has become the heart of any operation and governance, and we believe that adapting to the IT requirements of an organisation is very important. At Grant Thornton, we have always prioritised the importance of keeping ourselves abreast with all the latest developments in the IT environment. We have invested in setting up the best-practise cyber security environment such that all our clients' data is always secured. Our teams are trained periodically with cybersecurity awareness and also with the use of IT infrastructure such as cloud-based solutions and encryption requirements to provide the most secure and efficient service to our clients.

We have a team of Certified Information System Auditors (CISA) professionals who are involved in assignments where a client is more IT centric. We use data analytics software in our assignments to ensure large volumes of transactions are effectively and efficiently analysed, and provide insight to clients on their data in a more meaningful way. We are also moving our software for accounting services from the traditional desktop-based applications to cloud-based accounting solutions to provide our clients the ease of access to their own data.

We inherently strive to keep ourselves abreast with what is important for our clients and do not hold back any solutions we can provide to keep at par with the demands of business environment.

## What this means

- Your data is always secured when dealing with us.
- Through data analytics, we provide more efficient coverage of all transactions for better solutions.
- Save time with use of technology to provide efficient value for your money.



Audit software (patented)

Financial statements preparation software

IFRS compliance software

Data analytics software

Internal audit software

Accounting software

Cloud accounting software

Transfer secretarial software (patented)

Reporting tool (patented)

Presentation software

Enterprise resource planning software

Cybersecurity software

Customer relationship management software

Time management software

Communications software

# Nurturing the growth of the private sector of Botswana

Making a meaningful contribution to the country is a passion that runs deep in our hearts. The Private Business Growth Awards are our biggest Corporate Social Responsibility contribution to the country, to help nurture and grow the private sector of the country.

Presented by Grant Thornton in association with Business Botswana and Botswana Investment and Trade Center (BITC), Grant Thornton's Private Business Growth Awards (PBGA) is an annual platform established in 2015, to recognize local privately-held businesses that approach growth from a strategic and holistic perspective. As the awards have gradually grown in reach and popularity, we have received interest from various parties to join us in this journey, and in 2021 we proudly welcomed USAID Trade Hub on board.

PBGA honors local businesses or groups with growth strategies that encompass a broad range of activities across their business. This includes product and service development, expansion into new domestic and international markets, development of people and culture, improvements in efficiency, improvements in stakeholder relations, improvements in financial measures or governance, contributions to social development and leadership through a combination of business acumen and instinct.

## Evaluation

PBGA submissions are evaluated by an independent panel of internal and external judges based on strategic growth in the areas of Innovation, Market development, People and culture, Strategic leadership, and Financial measures and operational information. The awards are presented in two categories, namely "Large enterprise or group" (company or group that has reported turnover in excess of P100 million in any of the last 2 years as per the Annual Financial Statement, and employs more than 50 employees), and "Medium enterprise or group" (participants that do not meet the criteria of the large enterprise category).

## The journey

The awards have seen phenomenal growth since inception. The quality and level of participation has increased by 400% since 2015 in terms of number of participants, and the reach within the country has grown from 5 locations in 2015 to 116 locations in 2019. The strategic partnerships formed with reputable private-sector players has seen the introduction of 5 special category awards introduced by BITC, namely Investor of the Year Award - Manufacturing, Investor of the Year Award - Services, Investor of the Year – Expansions, Exporter of the Year and Women owned business & Pride mark user.

## Winners

Sprint Couriers (2015)	
Flotek pipes and irrigation (2016 - Large category)	Nashua (2016 - Medium category)
Security systems (2017 - Large category)	Hotwire (2017 - Medium category)
Mr Veg (2018 - Large category)	Brastome Enterprises (2018 - Medium category)
Motovac (2019 - Large category)	Alpha Direct (2019 - Medium category)
Flotek pipes and irrigation (2021 - USAID Exporter of the Year)	

The awards have received a positive response from the business community. This initiative is a first for Botswana and the African Grant Thornton network, and promises to be an initiative that will continue to have a positive impact on Botswana's private sector.





# Driving change through culture and values

Grant Thornton's culture is one of our most valuable assets and has steered us in the right direction for more than 100 years. Our people are committed to bringing our values to life every day and helping dynamic businesses unlock their potential for growth.

## COLLABORATION

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

## LEADERSHIP

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

## EXCELLENCE

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

## AGILITY

**Think broadly, act quickly.**  
We thrive in change.

## RESPECT

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

# CLEAR

## RESPONSIBILITY

**Use influence wisely.**  
We own our actions.

## Diversity and inclusion

Diversity and inclusion helps us meet the demands of a changing world. We value the fact that our people come from all walks of life and that this diversity of experience and perspective makes our organisation stronger as a result.



## Impact 2030 / Sustainability

Grant Thornton is a founding partner of IMPACT2030 and in 2018 Peter Bodin, Grant Thornton International CEO, was named as its new chair of the board. IMPACT2030 is a private sector led coalition which aims to direct the collective skills, experience and passion of corporate volunteers towards helping the United Nations achieve their Sustainable Development Goals.

At Grant Thornton Botswana our sustainability efforts take many forms, including increasing resource efficiency, taking proactive measures to ensure environmentally responsible practices, and promoting environmental awareness.

Our four pillars of our environmental management program include: **Environmental governance, Social responsibility engagement, Environmental impact reduction, and Environmentally responsible business practices.**

We are committed to developing and implementing initiatives with focused strategies and tactics to meet the goals of each pillar.

# Leaving a positive legacy on our community

At Grant Thornton, we are passionate about the communities where we work and live. 'Growing Together' in the community and 'Leave a positive legacy' is our commitment to community engagement.

Our corporate social responsibility (CSR) promotes the difference everyone can make by being passionately involved in their communities. Every day, communities worldwide receive innovative and generous services from inspiring Grant Thornton people. Driving our commitment is our global steering committee of CSR advocates that develop the global guiding principles that shape our community engagement. Across Grant Thornton member firms worldwide, we are involved in:

- education
- healthcare
- supporting people in poverty by collaborating with charities and non-governmental organisations.

## Supporting Botswana's Vision 2036

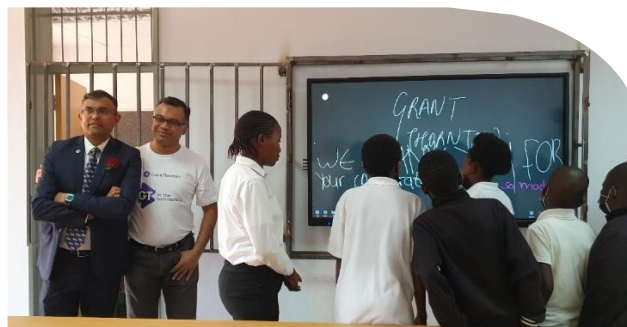
### Goal of a Compassionate and Caring Nation

We support various charitable and social institutions with donations, on site visits and participation in various activities. Some of our beneficiaries include Therisanyo Primary School (2024), Learn to Play Bontleng community (2021), SSVP Christ the King Cathedral in Gaborone-west (2021/20), COVID-19 National Relief Fund (2020), Tswaragano Primary School in Old Naledi (2022/19/18/17), Gamodubu Child Care Trust in Gamodubu (2016), Pudulogong Rehabilitation Centre in Mochudi (2015), Dinaletsana Development Centre, Botswana Substance Abuse Support Network (BOSASNet), and Child Line.

### Goal of an Informed and Educated Nation

We provide sponsorship for the most deserving citizen staff to achieve accounting qualifications, and also train citizens pursuing professional qualifications. For details, please refer to the 'Citizen staff strength and training' sub-section of this document.

Our commitment to our community is evidence through our overall contribution to the community (including the value of professional time dedicated) which has exceeded P7.5 million over the past 10 years.







**Helping your  
business grow**



# Industry specialisation

We are valued for our deep technical expertise and insights into various industries and their respective regulatory landscape. Whatever your ambitions, Grant Thornton can help you get there.

Bringing together our global insights and local knowledge to answer a range of questions. What are the current economic events that may affect my business? What is the economic sentiment of business leaders across the globe? How does our economic outlook compare to that of similar businesses?

Having worked with all types of clients over the last several years, we have an understanding of the unique aspects about each industry. Our teams have a deep understanding of the unique issues facing various industries. Whatever challenge clients face, we have the breadth and depth to help them succeed.

## Consumer products

An industry poised for growth



## Education

A new vision for learning



## Energy and natural resources

The changing landscape



## Financial services

Moving forward



## Healthcare

The changing landscape



## Not for profit

Overcoming pressures to achieve aims



## Public sector

Improving performance and increasing accountability



## Real estate and construction

Building for change



## Technology, media and telecommunications

An industry that never stands still



## Travel, tourism and leisure

Dramatic change: consumers are now calling the shots



# Our expertise

## Assurance

### Audit assurance

- Statutory audit and review
- Audit of Public Interest Entities (PIEs)
- Audit of financial institutions and banks

### Other assurance / services

- Reporting accountants
- Agreed upon procedures
- Reporting on controls at service organisations

## Taxation

### Direct tax

- Corporate tax compliance
- Corporate tax advisory
- International tax
- Personal tax compliance and advisory
- Global mobility services

### Indirect tax

- VAT compliance and advisory
- VAT audit

### Transfer pricing compliance and advisory

- Transaction tax
- Corporate restructuring and amalgamation
- Transaction deals advisory (mergers and acquisitions)

### Certifications and accreditations

- IFSC certification
- SEZA certification
- SPEDU certification
- Manufacturing development approval order
- BQA training accreditation

### Other services

- Tax health check
- Capital transfer tax compliance and advisory
- Estate tax services
- BQA / HRDC training claims compliance and advisory
- Assistance during tax audit and investigation

## Advisory

### Transaction services

- Financial and commercial due diligence
- Vendor due diligence
- Valuations
- Capital markets
- Buy-side and sell-side merger & acquisition (M&A) advisory

### Recovery and reorganisation

- Independent business review
- Insolvency
- Restructuring

### Business risk services

- Governance and risk management (including operational resilience)
- Internal audit (co-sourced, outsourced and External Quality Assurance (EQAR))

### Forensic advisory

### Business consulting

- Financial management
- Data analytics
- Operational improvement
- Market assessment and feasibility study
- Environmental, Social, and Governance (ESG) consulting
- Sustainability and integrated reporting

### IT advisory

- Cybersecurity testing
- Cyber strategy
- Privacy and data protection

## Business process solutions

- Back-office outsourcing
- Payroll processing
- Monthly management accounts (including cloud)
- Preparation of financial statements (including cloud)
- Compilation of financial statements
- Accounting software consultation
- Financial statements automation (IFRS and IPSAS)
- Secondment services

## Corporate services

### Company secretarial services

### Board secretarial services

### Share register support services (BSE listed securities)

### Transfer secretarial services (unlisted securities)

### Trustee services for notes (listed and unlisted)

### Market entry consulting

- Bank account opening
- Work and residence permits
- Trade and manufacturing licenses
- Public Procurement Regulatory Authority (PPRA) registration

### Corporate governance review

- Board evaluations
- Board training
- Governance gap analysis
- Governance consulting
- Non-Executive Director's remuneration benchmarking

# Assurance

Our services can strengthen your business and stakeholder's confidence. You'll receive professionally verified results and insights that help you grow.

At the heart of our approach is the belief that robust, independent audits identify the root causes of accounting issues and deliver tailored and effective recommendations. At Grant Thornton we offer more than just number crunching. With personalised attention and local market knowledge from senior and middle management, we offer understanding and provide insights that help businesses succeed.

Clients will receive a high-quality audit of their financial statements from Grant Thornton. Designing an audit programme customized for the business, we will combine the collective skill and experience of our audit professionals to deliver an audit that is efficient. We will also keep you informed of relevant changes in the accounting standards, not only with regular email updates but also our personal approach to building relationships.

## Research into new audit areas

Being a part of Grant Thornton International, we receive frequent updates about the developments in accounting and auditing standards through our internal bulletin and communication magazine. We hold knowledge sessions on a fortnightly basis to disseminate the knowledge amongst all levels of audit staff. Our master audit software, LEAP is updated frequently with the various developments and these are incorporated into engagements frequently.



## Our services include

### Audit assurance

- Statutory audit and review
- Audit of Public Interest Entities (PIEs)
- Audit of financial institutions and banks

### Other assurance / services

- Reporting accountants
- Agreed upon procedures
- Reporting on controls at service organisations

## Senior team members



Madhavan Venkatachary  
**Partner and Head of Assurance**



Aswin Vaidyanathan  
**Partner and Chief Operating Officer**



Sunny Mulakulam  
**Partner**



Steven Zgambo  
**Associate Director**



Kaone Rabatshabeng  
**Senior Manager**



Neo Magabu  
**Senior Manager**



Blessed C Karumekayi  
**Assistant Manager**

## Service profile: Assurance

(<https://www.grantthornton.co.bw/services/assurance>)





# Taxation

Our tax services help you gain trust and stay ahead, enabling you to manage your tax transparently and ethically.

Tax is a critical area of business that demands as much attention as any other business focal point. Through innovative solutions that manage your liabilities, Grant Thornton tax specialists can give you the advice you need to achieve your commercial objectives.

Whether you are an individual or a corporation, a well-established business or a growing operation, we are able to offer you a multitude of domestic and international tax services.

## Our services include

### Direct tax

- Corporate tax compliance
- Corporate tax advisory
- International tax
- Personal tax compliance and advisory
- Global mobility services

### Indirect tax

- VAT compliance and advisory
- VAT audit

### Transfer pricing compliance and advisory

- Transaction tax
- Corporate restructuring and amalgamation
- Transaction deals advisory (mergers and acquisitions)

### Certifications and accreditations

- IFSC certification
- SEZA certification
- SPEDU certification
- Manufacturing development approval order
- BQA training accreditation

### Other services

- Tax health check
- Capital transfer tax compliance and advisory
- Estate tax services
- BQA / HRDC training claims compliance and advisory
- Assistance during tax audit and investigation

## Senior team members



Olivia Muzvidziwa  
**Director and Head of Taxation**



Motswagosele Moagaesi  
**Senior Manager**



Mompoti Olebetse  
**Manager**



Edwin Moilwa  
**Manager**

## Service profile: Taxation

(<https://www.grantthornton.co.bw/services/taxation>)



# Advisory

Our progressive thinkers offer services to help create, protect and transform value today – so you have the opportunity to thrive tomorrow.

At Grant Thornton, we offer a comprehensive range of Advisory Services to help you achieve your goals. We help you create, transform and protect value. From finding ways to finance growth to understanding how to manage risk and regulation; from identifying opportunities to optimise operations, to getting the best from talent, our global network provides the expert support you need to thrive in a fast changing world. We focus on delivering tangible value to customers with:

- our breadth of services and capabilities
- industry and subject matter expertise
- global reach with local know-how
- value-add to your performance through profitable and functional solutions
- focus on a thorough understanding of your ambitions, customised services and personalised relationships
- strategic and structured approach to deliver insightful and systematic analysis for effective, unbiased decision making

## Our services include

### Transaction services

- Financial and commercial due diligence
- Vendor due diligence
- Valuations
- Capital markets
- Buy-side and sell-side merger & acquisition (M&A) advisory

### Recovery and reorganisation

- Independent business review
- Insolvency
- Restructuring

### Business risk services

- Governance and risk management (including operational resilience)
- Internal audit (co-sourced, outsourced and External Quality Assurance (EQAR))

### Forensic advisory

### Business consulting

- Financial management
- Data analytics
- Operational improvement
- Market assessment and feasibility study
- Environmental, Social, and Governance (ESG) consulting

- Sustainability and integrated reporting
- IT advisory
- Cybersecurity testing
- Cyber strategy
- Privacy and data protection

## Senior team members



Arindam Ghosh  
**Director and Head of Advisory Services**



Sampath K Venkatachary  
**Associate Director - Information Technology**



Thato Sedirwa  
**Senior Manager – Transaction Advisory Services**



Leteng Basiamisi  
**Manager – Information Technology**

### Service profile: Advisory

(<https://www.grantthornton.co.bw/services/advisory>)



# Business process solutions

Businesses frequently decide to outsource in order to focus on their core competencies, while improving performance, and lowering costs of their non-core activities.

Saving time and money, outsourcing services can allow time to concentrate on what's really important for your business. With access to experts throughout the Grant Thornton network, you will get seamless and coordinated international outsourcing projects delivered comprehensively, efficiently, and confidentially to the highest standards across all disciplines, we provide you:

- clear, factual quality reporting
- highly experienced and diligent professionals
- independent, objective and practical advice
- a 'no surprises' approach
- technical expertise and advice readily available
- continuous communication

## Our services include

Back-office outsourcing  
Payroll processing  
Monthly management accounts (including cloud)  
Preparation of financial statements (including cloud)  
Compilation of financial statements  
Accounting software consultation  
Financial statements automation (IFRS and IPSAS)  
Secondment services

## Senior team members



Anthony A Quashie  
**Partner and Head of Business  
Process Solutions**



Chioma Ogbenna  
**Senior Manager**



Ofentse Rushwaya  
**Assistant Manager**

## Service profile: Business process solutions

([https://www.grantthornton.co.bw/  
services/business-process-solutions](https://www.grantthornton.co.bw/services/business-process-solutions))





# Corporate services

We provide holistic guidance and take you through the entire process of doing business in Botswana.

Our team of well-qualified, experienced, responsive and dedicated professionals are committed to effectively performing and meeting statutory and internal deadlines.

## Our services include

Company secretarial services

Board secretarial services

Share register support services (BSE listed securities)

Transfer secretarial services (unlisted securities)

Trustee services for notes (listed and unlisted)

Market entry consulting

- Bank account opening
- Work and residence permits
- Trade and manufacturing licenses
- Public Procurement Regulatory Authority (PPRA) registration

Corporate governance review

- Board evaluations
- Board training
- Governance gap analysis
- Governance consulting
- Non-Executive Director's remuneration benchmarking

## Senior team members



Aparna Vijay  
**Partner and Head of Corporate services**



Fatima Chinoy  
**Manager**



Lydia Kootshotse  
**Assistant Manager**

### Service profile: Corporate services

(<https://www.grantthornton.co.bw/services/corporate-services>)



# Operations

Our operations teams handle business administration so that our service teams can focus on delivering an exceptional client experience.

The operations teams seamlessly support the execution of the business strategy and enable service teams to effectively serve clients. The operations teams are headed by the Managing Partner.

#### Finance and admin

Management reporting, budgeting, working capital management, office administration and maintenance.

#### Information technology

IT infrastructure and cyber security.

#### Marketing, communications and business development

Brand management, events, publications, communications, website, client and prospects relationship management, responding to ITTs / RFPs, and Corporate Social Responsibility.

#### People and culture, Training

Human resource management, staff screening, policies, team building, recruitment and training, record management and training plan monitoring.

#### Compliance

AML / CFTP risk assessments, AML policy, compliance management, client due diligence, Governance, Risk and Compliance (GRC) record keeping, training.

## Senior team members



Kalyanaraman Vijay  
**Managing Partner**



Sangeeta Aswin  
**Director**



Sakshi Shukla  
**Associate Director**



Sampath Kumar  
**Associate Director**



Natasha Sohoni  
**Manager**



Leteng Basiamisi  
**Manager**

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