



# Firm capabilities profile

An invitation to grow with us | Grant Thornton, Botswana





“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

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# About Grant Thornton

We're a network of independent assurance, tax and advisory firms, made up of 58,000 people in over 135 countries. 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.



Our distinctive client experience sets us apart



USD5.76bn  
(2020 revenue)



58,000+  
people



750+  
offices



138  
countries

Statistics provided within this section were last updated in December 2020.

## A different way of doing business

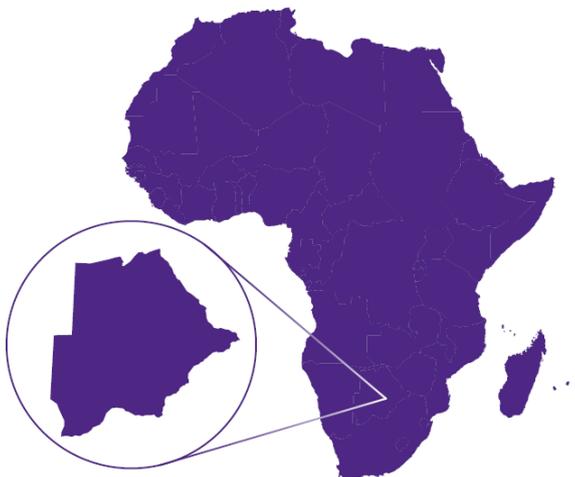
Privately owned enterprises, listed companies and public sector organisations come to us for our global scale, quality, industry insight and deep technical expertise. But what sets us apart is our distinctive client experience which leads to more meaningful advice and a better working relationship.

## 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. We examine each transaction objectively and work to involve all parties to ensure you receive the highest quality advice, providing a truly distinctive client experience which is unmatched by our competitors.

## African footprint

Botswana is one of the major forces in the sub-Saharan Africa network. Grant Thornton network in Africa comprises of 23 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. We are ideally positioned to facilitate clients' expansion plans in these countries.



## Awards

It's great to be collectively competitive. Our awards acknowledge how we help dynamic organisations grow through our independent assurance, tax and advisory services. Seeing our clients achieve their goals: that's a big reward for us.

In 2020 the EMCC Global awards selection panel awarded Grant Thornton the "EMCC Global Coaching Award 2020", recognising us as an organisation that has embraced EMCC's quality standards and accreditation and celebrates the professional development of its employees thus creating a Coaching culture within its global calibre.



For 3 consecutive years, Grant Thornton has been honoured by Universum as one of "Global Top 50 World's most attractive Employers".



Grant Thornton has also been honoured by International Accounting Bulletin in 2017 as "Employer of the year".



Grant Thornton has also been recognised by MPF Awards in 2015 for Management Excellence for having the "Best Programme for Leadership Development", and has also been selected the "Employer of the year" by International Accounting Bulletin in 2015 for the second consecutive year. In 2014, Grant Thornton was honoured by MPF Awards for Management Excellence as the "Best managed international firm".

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.

# About Grant Thornton, Botswana



**1976**

Establishment of the firm



**Gaborone, Francistown**

Office locations



**117**

Employees



**9**

Partners and Directors



**31**

Qualified professionals



**99**

Citizen staff strength



**71%**

Women



**68%**

Youth

Statistics provided in this section were last updated in January 2022.

## A focus on Botswana

Grant Thornton, Botswana is a member firm of Grant Thornton International Limited. Previously known as 'Acumen Associates', Grant Thornton, Botswana has been operating since 1976. To be in line with Grant Thornton International, the firm changed its name and image to become Grant Thornton in 2008.

On an average, our senior management has been with the firm for more than 22 years. The firm has a total of nine (9) partners and directors, and one hundred and seventeen (117) employees who work in two (2) local offices.

Grant Thornton has advanced from a traditional audit, accounting and tax practice and now offers a broad range of services to privately held businesses, public limited companies and the public sector.

With offices in Gaborone and Francistown, and more than five service lines, we offer a full range of services to help clients of all sizes address the challenges and opportunities of growth. We apply strong technical guidance and breadth of experience to ensure that clients receive a truly different experience.

## 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)

## Citizen ownership - 51%

Grant Thornton, Botswana prides itself as an indigenous firm which has grown over the years to become one of the forces to reckon in the professional services industry.

Two of our senior management members are prominent Botswana citizens and together, they hold 51% of the equity of the firm. Our Managing Partner Kalyanaraman Vijay, Mentor Jay Ramesh and the founder president Raja Ram are renowned citizen.

We feel an immense amount of pride in stating that one of Botswana's prominent citizens, Joe Makwinja, served as a

leader of the firm before retiring due to attainment of extended superannuation age. His association with the firm does, however, still continue as a consultant who has an office within our offices.

## Professional affiliation

### Firm

#### Botswana Institute of Chartered Accountants (BICA) member

Audit and non-audit service firm

#### Botswana Accountancy Oversight Authority (BAOA) member

Audit firm of public interest entity

#### Registered with Non-Bank Financial Institutions Regulatory Authority (NBFIRA)

License to operate as a Securities Institution

#### Botswana Stock Exchange (BSE)

Registered advisor - Reporting accountant and Auditor

#### Approved by Bank of Botswana

Bank auditor

### Staff

Grant Thornton, Botswana has **thirty-one (31)** personnel who have completed CA, ACCA, CPA, CISA, CS, CIMA, CWA, CISA, MBA, etc. This complement of qualified and experienced personnel undergo training under Grant Thornton International methodology using the latest training technology. This enables them to deliver a variety of high-quality services locally.

- Our service line professional staff and some operational staff are “Fellow”, “Associate”, or “Accounting Technician” members of the Botswana Institute of Chartered Accountants (BICA).

- Our service line professional staff and some operational staff are “Fellow”, “Associate”, or “Accounting Technician” members of the respective bodies that they completed their professional studies with, i.e. ACCA, CIMA, CFA, ISACA, etc.
- 4 of our partners are “Certified Auditor” members of Botswana Institute of Chartered Accountants (BICA)
- 4 of our partners are registered as ‘Certified Auditor of Public Interested Entity’ with Botswana Accounting Oversight Authority (BAOA).

The qualifications of our staff, and our integrated affiliations with leading professional bodies demonstrates diversity in our skills and expertise that enable us to help our clients navigate complexities and unlock possibilities.



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# Meet our senior management

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## **Kalyanaraman Vijay - Managing Partner and Head of Advisory Services**

Vijay has more than twenty-seven (28) 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 Advanced Leadership Program facilitated by Grant Thornton International.



## **Dinesh Mallan - Deputy Managing Partner and Head of Tax**

Dinesh has more than twenty-nine (30) years of experience in audit, tax and consulting. He is an invited member of the Enterprise Risk Management Committee reporting to the Board of Governors of Grant Thornton International. He has extensive experience in quality reviews of different service lines and also takes care of the firm's risk management. He is also responsible for the People and Culture (Human Resources) team. Dinesh has attended the Advanced Leadership Program facilitated by Grant Thornton International.



## **Aswin Vaidyanathan - Partner and Head of Assurance**

Aswin is the Head of the Assurance division, and has more than twenty-five (26) 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 - Partner, Assurance**

Madhavan has more than twenty-six (27) years of experience in the field of audit and assurance services. Madhavan specializes in the audits of financial sector clients, various governmental, quasi-governmental and nongovernmental organizations, amongst others. 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 Voyager and audit methodologies in Botswana. Madhavan has attended the Advanced Leadership Program facilitated by Grant Thornton International.



## **Anthony Quashie - Partner and Head of Business Process Solutions**

Anthony has over twenty (21) 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 - Partner, Assurance**

Sunny has more than twenty (21) 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 - Partner and Head of Corporate Services**

Aparna has twenty (21) 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 facilitated by Grant Thornton International.



### **Arindam Ghosh - Director, Advisory Services**

Arindam has over twenty (21) 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.



### **Sangeeta Aswin - Associate Director, Finance and Administration**

Sangeeta is a professional cost accountant with over fourteen (15) 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.

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# Training and professional development

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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 along the way.

## 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. The programme pays tuition fees, examination fees, registration fees, provides sufficient paid study leaves, etc. The programme also assists us in providing technical skills in the area of their work in addition to meeting our social commitment of empowering our employees to take up senior positions within our organisation. Over the last couple of years, our initiative has seen three (3) citizen staff members qualifying as professionals upon successful completion of their professional examinations. These rising stars were immediately absorbed into the executive level of professionals. There are several other aspiring citizens who are under training to attain professional qualifications that will enable them to grow professionally within the firm. Over the years, several citizen staff members have achieved professional qualification while working with us, some of whom have left us for prospects in the industry.

## 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.

## Continuous Professional Development (CPD)

All our staff members receive structured world class training in excess of the hours suggested by the Botswana Institute of Chartered Accountants (BICA) on work related areas such as audit methodologies, International

Standards on Auditing, International Financial Reporting Standards, ethical standards and other policies and procedures. These trainings are imparted locally and internationally by designated highly qualified training professional from Grant Thornton International

## Online learning platform “Learn Connect”

Grant Thornton International Limited offers member firms access to “Learn Connect”, a web-based learning platform that offers our staff a user friendly, flexible and 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 training

Our Quality Management Manual (QMM) sets out the firm's policies and procedures in respect of its quality control system and covers issues that are common to all client service areas as well as those that are specific to assurance. A QMM training / refresher training is conducted on an annual basis, covering the following areas:

- 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.

## The Senior Leadership Programme

This programme is aimed at CEOs and leaders in senior strategic positions and is ideal for those who are starting a board, board office, or firm wide leadership role. It is a global programme 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 will have access to thought-provoking new thinking, leadership theory, and strategic frameworks from a premier academic institution, Harvard Business School.

### 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 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 will 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 will 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.



# Forward thinking insights

We guide our clients to help them address pressing business issues and tackle tomorrow's challenges through articles to help you 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/)

The grid consists of 30 individual article thumbnails, each featuring a small image and a text overlay. The thumbnails cover a wide range of topics including:

- The Tax Amnesty Scheme:** A lucrative opportunity to adhere to compliance regulations without any interest and 10% penalties.
- Managing other risks during COVID-19:** How to manage other risks during the pandemic.
- Company re-registration:** Deadline extension: 2 December 2020.
- Planning for the upcoming financial year changes:** How to plan for the upcoming financial year changes.
- Checklist: Building business resilience to respond to COVID-19:** A checklist for building business resilience.
- Tax Alert 3 of 2021:** FATE bulk update.
- Filing of company tax returns:** Deadline: 30 June 2021.
- Botswana has been removed from the Financial Action Task Force (FATF) 'grey list':** An announcement regarding Botswana's status on the FATF grey list.
- As the COVID-19 crisis continues, businesses in Botswana need to be agile in managing tax effects:** While tax filings and payments may already be a priority, other tax areas require consideration.
- 1 2 3: 3 easy steps to apply for COVID-19 Wage Subsidy via the BURS website:** A guide on how to apply for the wage subsidy.
- We can support your business to activate interventions introduced by the Government of Botswana, to mitigate the economic impact of COVID-19:** A statement of support for government interventions.

# 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)	Brastorne 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.



# Our 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

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

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

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



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

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

**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. Our teams bring different perspectives to the work they do for our clients and are equipped to meet the challenges they face every day. We treat everyone fairly and never differentiate on the basis of ethnicity, race, religion or belief (or lack of), gender, sexual orientation, gender reassignment, pregnancy, maternity, marital status, age or disability.

**Impact2030**

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.



# Corporate Social Responsibility (CSR)

At Grant Thornton, we are passionate about the communities where we work and live. Growing Together in the community 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, we are involved in:

- education: helping communities and people grow, develop and raise their potential
- healthcare: giving our time to initiatives important to our communities
- 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 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 (2019/18/17), 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.

Our overall contribution to the community, including the value of professional time dedicated, exceeds P7.5 million over the past 10 years.

### Goal of an Informed of 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.





**What makes us  
different**

# Why Grant Thornton

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.



## We 'Go Beyond' in serving our clients

### Care about people

Listen actively, challenge constructively  
Take it personally  
Be connected

### Be more agile

Work out what the client's real need is  
Bring the right resources together at speed  
Match the client's pace

### Value different perspectives

Be curious  
Uncover fresh solutions  
Collaborate widely

### Show the way

Be ahead of the issues  
Guide your client  
Speak out

### We discover what's important to you and make it important to us

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.

#### What this means

- A relationship-led approach with more time and attention from senior management and senior advisers
- A deeper understanding of your business for more meaningful advice and recommendations

### **Agile and responsive service**

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.

#### **What this means**

- A faster response when you need quick answers and clarity
- Anticipating the answers you'll need before you ask

### **Pragmatic solutions to help you improve and grow**

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.

#### **What this means**

- Helping you think ahead and think more broadly
- Proactively identifying opportunities for improvement and growth

### **Collaborative teams with a different mindset**

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.

#### **What this means**

- Teams and solutions built around your needs not our structures
- A better working relationship with you and your team

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# In line with changing times - Information Technology

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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.

We adapt our service delivery in line with the various demands of the IT environment of our clients. 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 have also moved 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.



**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.

## Why Grant Thornton?

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.

We draw on a deep sector knowledge and technical expertise, gained from years of advising a variety of clients in Botswana and all over the world. We don't believe in off-the-shelf solutions and we know each industry is unique. Whatever the client's goal, we work closely with them to truly understand their organisation, resources at their disposal and the environment in which they operate. Our extensive knowledge means we can offer effective solutions. We support clients with pragmatic, tailor-made solutions for improvement and growth, through every stage of the business life cycle.

Local sector knowledge and technical capability are fundamental parts of our service. But there is more to us than that. We have a deep, practical understanding of various industries around the world, for businesses at every stage of their life cycle. Across our global organisation of member firms, we can draw on the experience of specialists across the developed and developing world.

We take a proactive and collaborative approach, working alongside you in order to understand your challenges, your growth ambitions and your commercial context. Our advice is tailored, responsive and agile.

## 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



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# Our service lines

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## Assurance

### Audit assurance

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

### Other assurance / services

- Reporting accountants
- Agreed upon procedures
- Reporting on controls at service organisations
- Financial reporting advisory (IFRS and IFRS for SME)

## Advisory

### Business risk services

- Enterprise risk management
- Corporate governance review
- Internal audit

### Transactional advisory

- Financial and commercial due diligence
- Vendor due diligence
- Valuations
- Capital markets
- Buy-side and sell-side M&A advisory
- Independent business review

### Recovery and reorganisation

### Business consulting

- Financial management
- Strategy
- Sustainability and integrated reporting

### Forensic advisory

- Pro-active forensics
- Re-active forensics

## Business process solutions

Updating of books of account and monthly accounts reporting

Cloud based accounting services

Cash flow projections and projected AFS

Financial budget planning

Financial analysis and consulting

Compilation of financial statements

Accounting software consultation

Payroll processing

Secondment services

## Taxation

Corporate tax compliance and advisory

- Tax compliance
- Tax due diligence
- Tax audit and investigation
- Tax restructuring and amalgamation

VAT audits, consultancy and compliance

Personal tax compliance and consultancy

Global mobility services

International tax planning including IFSC certification

Transfer pricing

Other tax services

- Statutory health check
- FATCA compliance
- Competition Authority compliance

## Corporate services

Statutory company secretarial compliance and consulting

Board secretarial

Transfer secretarial agents

Corporate governance

Business consulting

- Market entry
- Work and residence permits
- Location consulting
- Trade and manufacturing licenses
- Public Procurement and Asset Disposal Board (PPADB) registration

# 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 with 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, Voyager is updated frequently with the various developments and these are incorporated into engagements frequently. Also, with our Grant Thornton Learning Centre, every member is expected to complete online courses within specific dates to ensure that knowledge remains always updated. We are proud to say that all our assurance staff have enrolled for the course and most of them have completed all the sessions.

## Our services include

Audit assurance

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

Other assurance / services

- Reporting accountants

- Agreed upon procedures
- Reporting on controls at service organisations
- Financial reporting advisory (IFRS and IFRS for SME)

## Meet our senior team members



Aswin Vaidyanathan  
**Partner and Head of Assurance**



Madhavan Venkatachary  
**Partner**



Sunny Mulakulam  
**Partner**



Steven Zgambo  
**Manager**



Kaone Rabatshabeng  
**Manager**



Botshelo Gasewagae  
**Manager**



Surabhi Singh  
**Assistant Manager**

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# Advisory

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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
- adding value to your performance through profitable and functional solutions
- focusing on a thorough understanding of your ambitions, high-quality customised services and personalised relationships
- strategic and structured approach to deliver insightful and systematic analysis for effective, unbiased decision making

## Our services include

### Business risk services

- Enterprise risk management
- Corporate governance review
- Internal audit

### Transactional advisory

- Financial and commercial due diligence
- Vendor due diligence
- Valuations

- Capital markets
  - Buy-side and sell-side M&A advisory
  - Independent business review
- Recovery and reorganisation
- Business consulting
- Financial management
  - Strategy
  - Sustainability and integrated reporting
- Forensic advisory
- Pro-active forensics
  - Re-active forensics

## Meet our senior team members



Kalyanaraman Vijay  
**Managing Partner and Head of Advisory**



Arindam Ghosh  
**Director**



Tracy Ditlhogo  
**Senior Manager**



Tendai Mufari  
**Assistant Manager**

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# Taxation

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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

Corporate tax compliance and advisory

- Tax compliance
- Tax due diligence
- Tax audit and investigation
- Tax restructuring and amalgamation

VAT audits, consultancy and compliance

Personal tax compliance and consultancy

Global mobility services

International tax planning including IFSC certification

Transfer pricing

Other tax services

- Statutory health check
- FATCA compliance
- Competition Authority compliance

Public Procurement and Asset Disposal Board (PPADB) registration

## Meet our senior team members



Dinesh Mallan  
**Deputy Managing Partner and Head of Taxation**



Anthony Quashie  
**Partner and Head of Business process solutions**

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# Business process solutions

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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

Updating of books of account and monthly accounts reporting

Cloud based accounting services

Cash flow projections and projected AFS

Financial budget planning

Financial analysis and consulting

Compilation of financial statements

Accounting software consultation

Payroll processing

Secondment services

## Meet our senior team members



Anthony Quashie  
**Partner and Head of Business process solutions**



Chioma Ogbenna  
**Manager**

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# Corporate services

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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

Statutory company secretarial compliance and consulting

Board secretarial

Transfer secretarial agents

Corporate governance

Business consulting

- Market entry
- Work and residence permits
- Location consulting
- Trade and manufacturing licenses

Public Procurement and Asset Disposal Board (PPADB) registration

## Meet our senior team members



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



Fatima Chinoy  
**Manager**

# 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 and e-comms, website, client and prospects relationship management, responding to ITTs / RFPs, and Corporate Social Responsibility.

#### People and culture

Human resource management, training and team building.

#### Meet our senior team members



Kalyanaraman Vijay  
**Managing Partner**



Dinesh Mallan  
**Deputy Managing Partner**



Sangeeta Aswin  
**Associate Director**



Sakshi Shukla  
**Senior Manager**



Sampath Kumar  
**Senior Manager**



Seeletso Makwinja  
**Assistant Manager**



Natasha Sohoni  
**Technical Assistant to the Managing Partner**

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# Contacts

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