

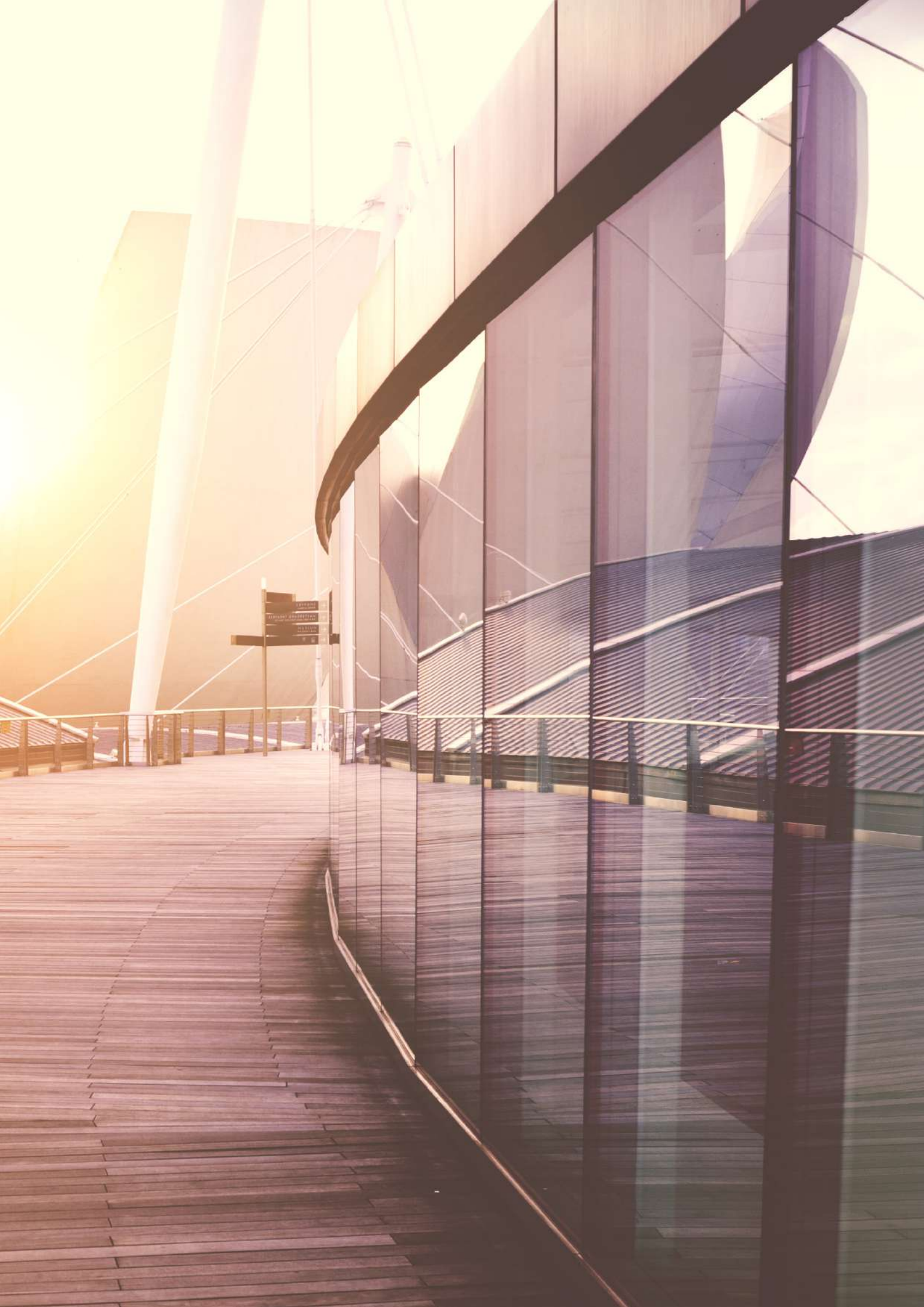


# An invitation to grow

Grant Thornton Uganda

Audit | Tax | Advisory







# About Grant Thornton

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

We embrace what makes each market unique.  
On a global scale.

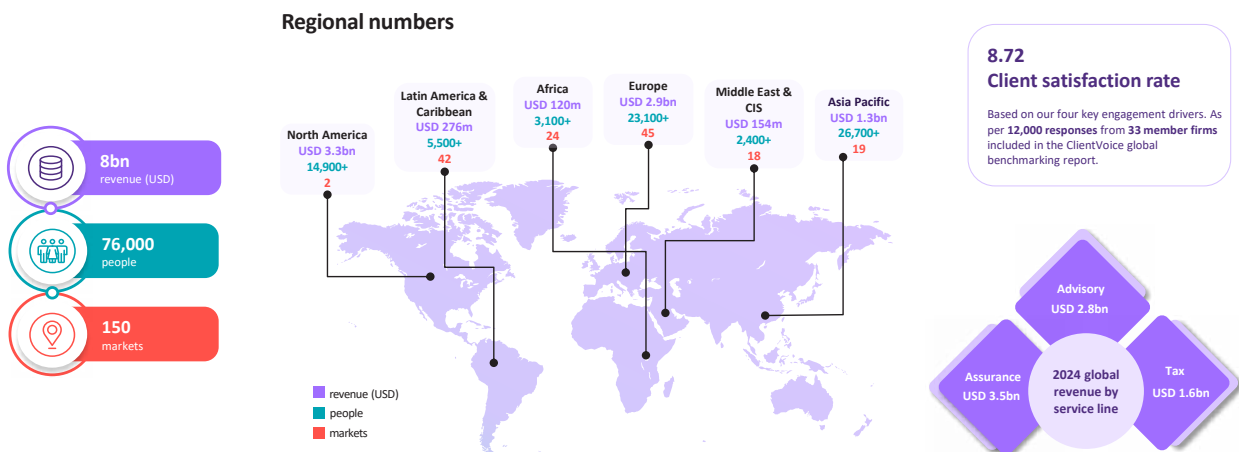
We are a global network of 76,000+ people in member firms in over 150 markets with a common goal — to help you realize your ambitions. Which is why our network combines global scale and capability with local insights and understanding. So, whether you're growing in one market or many, looking to operate more effectively, managing risk and regulation, or realizing stakeholder value, our member firms have the assurance, tax and advisory capabilities you need with the quality you expect.

We are Grant Thornton.  
Going beyond business as usual, so you can too.

We invest in listening, building relationships and understanding your concerns to deliver an experience that's more personal, agile and proactive. We work at the pace that matters. Yours. That's why we celebrate fresh thinking and diverse perspectives to find better solutions. We don't predict the future. We help you shape it.

Visit us at [www.gtuganda.co.ug](http://www.gtuganda.co.ug) today to find out how we can help you.

## Focus on: Global



Data as at 30 September 2024  
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# Africa

We have more than 100 years of experience working in Africa and a reputation for diligence, knowledge and independence.

Grant Thornton has strategically expanded its footprint across Africa, recognizing the vast potential and emerging opportunities in the region. The firm operates through member firms in several countries, including South Africa, Nigeria, Kenya, Egypt, Ghana, Uganda and many more. By leveraging local expertise and deep understanding of regional markets, Grant Thornton offers tailored solutions to meet the unique needs of businesses operating in Africa.

Grant Thornton's core objective in Africa is to support businesses of all sizes, from small and medium enterprises (SMEs) to large multinational corporations, in achieving sustainable growth and success. The firm provides a comprehensive range of services, including audit, tax, advisory, and consulting, enabling organizations to enhance operational efficiency, manage risks, and capitalize on emerging trends.



**+3000**  
Exceptional people



**+40%**  
International Clients



**+5000**  
Dynamic clients



**+100**  
Years Combined Experience



**24**  
Countries



**45**  
Offices



# East Africa

We have been operating for over 30 years and have advanced from a traditional audit, accounting and tax practice to one that now offers a broad range of specialist advisory services to privately held businesses, public interest entities and the public sector.

We understand the value triggers behind successful transactions through collaborative dynamic teams with a wide financial, trade and operative background. Whether a client is considering a transaction to drive growth, developing and implementing the right controls to mitigate risk, or advancing finance and technology infrastructure to improve performance and enable new capabilities, the expertise of our member firms in the region can support our clients to achieve their goals.

We have wide range of clients from SMEs to large corporates. We serve almost all sectors of the economy, which include manufacturing, telecommunication, oil and gas, real estate and construction, insurance, banks, health and hospitality, agriculture, educational, not for profit and professional services sectors with family, parastatal and public interests alike. Our team comprises of world class business advisors whom our clients interact with. Our Advisory Services deliver value to clients through interconnected business lines revolving around transactional and operational advisory



**Jasmine Shah**  
Managing Partner

Our focus on people, clients, and community drives everything we do, ensuring that we not only meet but exceed expectations. We look forward to partnering with you to achieve your goals and make a positive impact together.



**+500**  
Exceptional people



**+1000**  
Dynamic clients



**+90**  
Partners, Directors and Managers



**+50%**  
International Clients



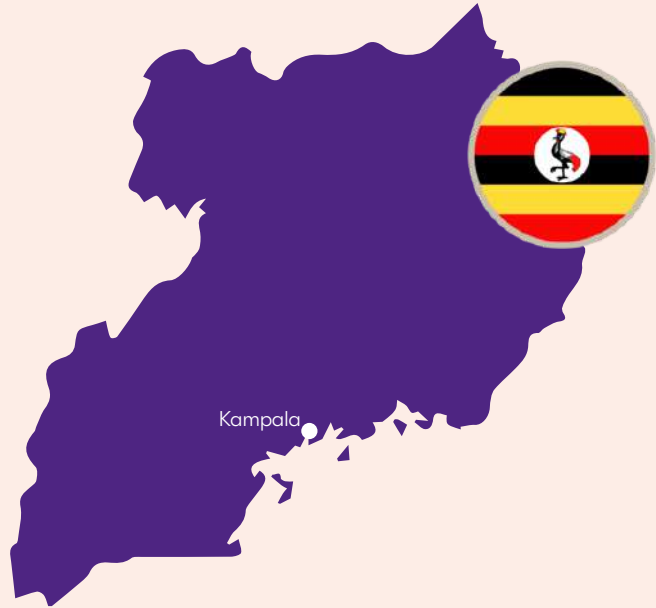
**+80**  
Years Combined Experience

# Local Feel, Global Team

“Established as an accounting firm in 1939, we have progressed expeditiously from a traditional audit, accounting and tax practice to offering a broad range of advisory services to our dynamic clients as Grant Thornton over the past 20 years.”

## A focus on Grant Thornton Uganda

Grant Thornton Uganda is a leading provider of audit, tax, advisory, and business process solutions. With a team of over 150 professionals, we combine deep technical expertise with extensive industry experience to deliver a truly distinctive client experience. Our unique operating model, built on a leaner leverage structure, ensures that every engagement is partner-led and supported by seasoned directors and managers. This hands-on approach allows us to develop a deep understanding of our clients' businesses and provide tailored, impactful solutions that address their specific needs.



## Key figures and facts



**+150**  
Employees in Uganda



**+20**  
Partners, directors and managers



**+500**  
Dynamic clients



**+57%**  
International Clients



**+20**  
Years Experience

# Our Values are CLEARR

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In our pursuit of excellence, we don't merely follow the path; we forge new ones. Our 'go beyond' strategy isn't just a tagline it's our compass, guiding us toward uncharted territories. It is about understanding our clients' unique challenges and providing tailored solutions that drive their success

# The People Promise

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We distinguish ourselves as a workplace that encourages disruptive thinking, attracts and retains the right kind of people to deliver an exceptional client experience.

We are keen on attracting enough of the right talent for our global organization. We actively seek out people who share our purpose and values, enjoy our collaborative culture and are energized to commit their time and effort to deliver our distinctive client experience.

Highly capable people look to their employer for opportunity, challenge and freedom to make choices about their work. As clients increasingly demand bespoke solutions, we need freethinking, self-motivated and self-leading people to create them.

We also need people who thrive in an environment of change and challenge, who feel empowered to deliver the level of disruptive thinking (creativity, imagination and insight) and innovation our clients need. In return for their engagement, we give our people greater autonomy the freedom and flexibility to do the right thing for our clients, in their own way. Around this, we make their work meaningful and recognise their achievements. We help them to build great relationships internally and externally and then challenge them to learn, develop and master deep skills and capabilities in their chosen specialisms.

This is how we deliver an exceptional people experience.



**Vicky Kemigabo**  
Senior Manager-  
People and Culture



# Our Services

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## Audit & assurance

- Financial statement audits
- Grants audits
- Project audits
- Statutory audits
- Stock audits

## Business risk services

- Internal audit
- Governance and risk management
- Risk modelling services
- Operational advisory and improvement services
- Monitoring and evaluation
- Value for money audit

## Transaction services

- M&A advisory
- Capital markets
- Project financing
- Due diligence
- Feasibility studies
- Valuations
- Corporate finance advisory
- Debt structuring & advisory
- Infrastructure project advisory

## Recovery and reorganisation

- Corporate restructuring
- Recovery

## Public sector Consulting

- Public sector assurance and consulting

## Dispute management

- Expert dispute resolution and advisory
- Fraud and corruption solutions
- Forensic investigations
- Litigation support
- Asset tracing and verification

## Business process solutions

- Bookkeeping and Financial Accounting
- Management Accounts and Analytics
- Preparation of financial statements
- Business Process Outsourcing
- Monthly Tax Reporting
- Payroll Processing and management
- Payroll Review and compliance
- Grant management and financial reporting

## Tax

- Direct and indirect tax advisory
- International tax advisory
- M&A tax advisory
- Transfer pricing
- URA audit support services
- Tax dispute resolutions
- Corporate and individual tax compliance
- Global mobility services
- Tax health checks
- Tax due diligence
- Tax training

## Secretarial services

- Establishing a presence in Uganda
- Incorporation of companies
- Business and trading licenses
- Corporate restructuring
- Statutory compliance
- Corporate governance services

## SME Development & Human Capital Services

- SME development
- Organisation design & transformation
- HR policies development and review
- Recruitment and background checks
- Employment contract development and review
- HR audit and due diligence
- Employee engagement and customer satisfaction survey
- Training and capacity building
- Immigration support
- HR legal compliance

## IT advisory services

- IT governance, risk & compliance advisory
- Cyber security audits
- Cyber governance advisory
- Data privacy advisory
- Digital forensics
- Identity of access management advisory
- Project management and digital transformation advisory
- Data and analytics
- Risk management for business resilience
- IT consulting

# The Client Promise

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With 76,000+ people in over 150+ markets, we have true global scale, deep technical capabilities and extensive industry expertise. But this does not make us any different.

It's how we work with you.

## **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.

### **The bottom line**

- A relationship-led approach with more time and attention from partners 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.

### **The bottom line**

- 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. Whether your goals include expansion, improving operational efficiency or building investor confidence, 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.

### **The bottom line**

- 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.

### **The bottom line**

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



# OUR SERVICES

To achieve their ambitions, thousands of dynamic organizations in every industry worldwide choose our Firm's audit, tax, advisory and outsourcing services.

# Audit & Assurance

We foster transparent audit processes and accurate reporting, through a blend of highly trained professionals and use of tailor- made technology, Leap.



**30,000+**  
Assurance  
professionals  
worldwide



**USD 3.2bn**  
In global audit  
services revenue

## What makes us different?

- A proven track record of delivering robust audits, internationally and on time
- Depth of service capability
- A collective skills and experience of 30,000+ assurance employees globally
- A tailor made audit tool LEAP, used accross all the GT network
- Enhance efficiency and consistency by use of a standardised methodology using real- time Leap technology platform
- Compliance with the current regulations with the highest quality and under the Leap methodology

## Why leap?

- The creation of industry-specific engagement audit programs which can be tailored for engagement-specific risks and client-specific situations or circumstances
- Being cloud based which significantly improves the ability to collaborate internally and externally
- The evaluation, testing and documentation of internal controls internally
- Direct linkage of identified risks to audit procedures
- Audit execution in a logical flow i.e. preliminary activities, risk assessment, responses to risks, concluding and reporting
- Enables compliance with all relevant auditing standards

## Our approach includes

- Regular interaction and communication with the audit committee and your management team
- Quality audit team
- Comprehensive planning
- Use of innovative technologies like inflow, Idea and other AI tools
- Transparency throughout the process.



# 93%

## of the Forbes 100 are clients of Grant Thornton member firms

This statistic includes services provided to both the parent company and its subsidiaries globally

### Financial statements audit

For stakeholders, providers, regulators and investors of your company, it is fundamental to have an independent professional opinion at a determined date with the aim of encouraging credibility of their financial statements.

An audit includes an adequate understanding of the internal control with the purpose of planning the audit and determine the nature, reach and extension of the services procedures.

### IFRS diagnosis & implementation

International Financial Reporting Standards (IFRS) not only help the transparency and uniformity of the financial information of multinational companies or public companies,

its implementation can also give competitiveness to medium and small private companies with a desire for expansion.



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# Tax

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With the global spotlight shining increasingly on tax and its application, businesses and organisations today increasingly need sophisticated tax solution which contribute to their bottom line. Additionally a clean tax record with the revenue authority serves to maintain a good perception in the eyes of an entities stakeholders.

Grant Thornton tax specialists have the ability to help you achieve your business goals, keeping in mind the requisite tax legislation. The team provides world class advice to large multinationals, private companies and individuals across multiple industry sectors.

## Our approach includes:

- A solution driven methodology that goes beyond the technical issues and seeks to understand client's needs. This allows for a more unique approach to tax issues that provide a win-win outcome for the client and the revenue authority alike;
- Communication with "no surprise" approach where we endeavour to ensure that the client is well informed of the status of an assignment at all times;
- Leveraging our local experience to assist clients in various industries in exploring alternative options or enhancing their current strategy from a tax perspective;

## Tax Compliance

Due to the nature and administration involved in tax compliance, more often than not, the need for a seasoned tax expert is required to act as an effective go-between a tax payer and the revenue authority. The fact that both the expert and the Revenue Authority speak the same language reduces the lag-time on any case being handled and allows the client to focus on their business.

## Our services include:

- Assistance in preparation and review of computation of income and deferred tax
- Assistance in preparation and filing of provisional and final tax returns.
- Tax position reconciliation services.
- Tax registration and de-registrations.
- Withholding tax exemption management services
- Representation before tax authorities as tax agents
- General guidance on tax compliances

## Tax Consulting

Tax consulting provides assistance in ensuring that high risk categories of transactions are accorded the correct tax treatments prior to execution. Our specialists help in bringing effective tax planning solutions to the table from a local and international perspective. As a client, you would be able to select from our arsenal of proactive tax solutions that fit your requirements.

## Our primary services include:

- Transfer pricing
- International tax consulting
- Tax health check
- Tax opinion
- Tax planning and restructuring
- Dispute resolution
- Tax due diligence
- Tax litigation

- Exemptions, Refunds, Objections management and revenue audit management

## Transfer pricing

With the introduction of the Transfer Pricing Regulations in 2011, the revenue authority has been making significant strides towards ensuring that transactions between related parties are maintained at "arm's length".

Taxpayers now more than ever need to give special attention to this matter and mitigate the risks associated with pricing adjustments between related parties to avoid penalties and additional tax liabilities.

Our tax experts are on hand, not only to assist with the preparation of the relevant documentation for legal purposes, but also to represent tax payers before the revenue authorities.

## International tax consulting

We are able to leverage our global footprint to provide you with holistic tax solutions as per your needs. Investing in one country and ascertaining the tax risks associated with the investments against the tax obligations in your home country is a practice that is considered as essential in the decision making process of an investment.

We have good experience in handling tax planning of inbound and outbound investments, cross border tax restructuring, report and risk

# 8.9%

Tax services saw an increase of 8.9% within our firm globally in 2024, highlighting the firm's strong performance in this area

### Tax health check

A review of a business tax compliance over a regular period of time serves to assist the business in highlighting not only what their potential tax liabilities are, but also in plugging up unnecessary tax leakages in the form of interest and penalties.

It is also seen as an opportunity to provide training to finance and accounting teams on tax matters that are not easily understood or part of the daily activity of the team.

We offer such services to ensure that businesses can benefit from our berth of knowledge and expertise on any and every tax matter that is identified.

### Tax opinion

Tax legislation in some cases can be ambiguous or unclear, especially for people who do not practice tax on a daily basis. Businesses and investments often need support in analyzing legislation and explaining how it affects their businesses.

We use our understanding of your business to provide bespoke advice to the specific issues. Our opinions are backed by extensive research, innovative solutions, regular interaction with the revenue authorities and where necessary, additional written rulings can be sought from them depending upon its significance.

### Tax planning and restructuring

Tax planning is far from being just a matter of accounting considerations. In fact, tax planning can be complex, especially when different jurisdictions are involved. An effective tax planning strategy will reduce your tax liabilities without which, unexpected tax problems can arise and tax liabilities occur.

We provide tax planning and consulting services with an aim to deliver cost-efficient and creative solutions for our clients, which will optimize your tax exposures.



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# Advisory

## Protecting your future: protect the value that leads to growth, turning risk into a strategic advantage

We help to solve problems, manage risk and seize new opportunities by offering a range of services across operational, transactional and forensic advisory. Grant Thornton provides advice, free from conflicts of interest, to bring clear insights, practical solutions and a commitment to quality.

Our approach to offer the best quality service possible is guaranteed by:

- Our range of services and capabilities
- Clear communication
- Industry and subject matter expertise
- Global reach with local Transactional services

### Transactional services

We can help you understand the value triggers behind successful transactions. Our collaborative focus has dynamic teams with a wide financial, trade and operative background.

#### Our services include

- Financing
- Mergers and acquisitions
- Due diligence
- Capital markets
- Valuations.

### Business Consulting

To help you respond to business disruption and rapid change, we bring a broad range of skills to complement your in-house teams.

#### Our services include

- Business transformation
- Data analytics
- Financial management
- Operations improvement
- Programme management
- Strategy.

### Business risk services

Our risk management service allows companies to progress faster and efficiently towards growth. Risk management is a structured focus to manage uncertainty associated to a threat through a sequence of activities that include risk evaluation, development strategies to manage the risk and risk mitigation by means of managerial resources.

#### Our services include

- Enterprise Risk Management (ERM)
- Internal Audits Execution Outsourced and
- Co-sourced
- Governance, Risk and Control

### Forensic Services

We combine our highly specialised forensic accounting and digital technology team to conduct investigations involving suspected fraud, bribery, corruption and money laundering, for a range of different entities. In addition, we provide fraud risk management services to help organisations understand their exposure to the risk of financial crime.

#### Our services include

- Forensic investigations
- Digital Forensics and Cyber Security
- Fraud prevention services
- Fraud Risk Assessments

### Recovery and reorganisation

Successful turnarounds require a credible plan that has been stress tested against various scenarios, along with a transparent communication strategy that meets the needs of all stakeholders. Building trust, and not breaking promises, will be critical if the plan is to be realised.

#### Our services include

- Asset tracing and recover
- Restructuring
- Solvent liquidations
- Insolvency

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**USD 2.8bn**  
global advisory services  
revenues



**47%**  
growth in advisory revenues  
over the last 5 years



**No. 5**  
ranked 5th globally  
for advisory revenues  
(accounting organisations)



# 71%

of the Fortune 500 are clients of Grant Thornton member firms.

This statistic includes services provided to both the parent company and its subsidiaries globally

### Dispute and Litigation support:

Understanding the profound impact of financial decisions on legal outcomes, we adopt a holistic approach. We seamlessly integrate financial advisory and expert witness services into your legal strategy. Whether you seek support for transactions, assistance with dispute resolution, or expert testimony, our team delivers thorough and strategic solutions tailored to your legal success.

- Mediation supports advisory
- Assessment of claims / damages and its supporting basis
- Independent computation of compensation claim / valuation
- Representation as an expert witness

### Human Resource Solutions

- Recruitment and Selection
- Organization Design
- Job Analysis
- Job Evaluation
- Workload Analysis
- Salary Survey and Structuring
- Change Management
- Culture Audit and Transformation
- Training and Development Services
- Immigration Support
- Human Resource Outsourcing
- Skills and Competency Assessment
- Employee Engagement Surveys
- Human Resource Audit and Review Human
- Review and development of policy manuals
- Executive Coaching

### Corporate Secretarial

Our corporate secretarial experts work directly with our in-house tax experts to help clients select and establish entity for their particular businesses.

#### Our secretarial services include:

- Company Incorporation / entity setup
- Secretarial compliance and consulting
- Liquidations
- Agreements and MOUs
- Business licenses
- Work permit processing



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# Business Process Solutions

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Transforming your future: improve your business performance by increasing productivity and turn your future today



**100**  
years of accounting  
experience



**Prize**  
awards for Management  
Excellence



**USD 438m**  
global outsourcing services  
revenues



**95+**  
countries implementing  
social responsibility actions

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.

At Grant Thornton, our business process solutions (BPS) specialists remove the burden of back office operations and compliance challenges, freeing up dynamic organisations to focus on growth.

We also work with the very largest organisations to improve their finance function efficiency, reduce the costs associated with business processes and provide a complete solution to the challenge of complex, multinational reporting. This allows the in-house team to focus on strategy and add value.

## Our services include

- Bookkeeping and Financial Accounting
- Management Accounts and Analytics
- Preparation of financial statements
- Business Process Outsourcing
- Monthly Tax Reporting
- Payroll Processing and management
- Payroll Review and compliance
- Grant management and financial reporting

## Accounting Outsourcing

At Grant Thornton, we guarantee confidentiality, trained and continuously evaluated staff, operating simultaneously, covering different locations in the country, and services designed to your needs.

## Benefits

- allows reduction and control of operational costs
- minimizes errors and provides stability to management
- free internal resources
- standardized and, therefore, eliminates duplicity of tasks
- optimizes processing time
- allows access to new technologies
- offers 100% support, privacy and confidentiality

# 78%

of the FTSE 100 are clients of Grant Thornton member firms

\* This statistic includes services provided to both the parent company and its subsidiaries globally

## Payroll Outsourcing

Grant Thornton's payroll service have been designed to offer you different outsourcing and payroll solutions that will help you create a more efficient business model.

Outsourcing your operations and specific business functions to Grant Thornton can not only cut costs, but also bring new insights and experience to your business. Our business processing and shared service consulting teams will take an in-depth look at your business, offer you a thorough assessment of your strengths and weaknesses and work with you to decide which areas of the organization could benefit from outsourcing.

We can provide support with the following:

- Accounting process and procedure transformation and design, as well as record-keeping;
- Feasibility studies of the selected processes with target operating model, business cases and transformation road map;
- Promoting quality, performance and service-orientated activities in the accounting function;
- Recording large numbers of business transactions in accounting books;
- Settlements in business transactions and cash flow reporting;
- Accounting and management reporting;
- Tax accounting and compliance (income tax, indirect tax and others);
- Payroll administration;
- IT process organization (workflow, scanning, archiving).



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# IT Advisory

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As technology becomes more and more essential to business operations, the complexity and risks associated with IT processes also increase. We help businesses effectively manage these risks and foster secure growth within their IT environment.

## IT Audits

At Grant Thornton, we use risk-based approaches and procedures to report on IT controls, geared towards mitigating organizations IT risks. This service contains the execution of IT-related audit procedures (including IT-related procedures beyond ITGCs). The service includes, but is not limited to the following;

- Applications controls testing
- IT General Controls Testing
- Business Continuity/ Disaster Recovery testing
- Risk Awareness ( Risk Register )
- Change Management

## Governance and Risk Management

Every business has four main questions that is incorporated within their goals that they strive to achieve;

1. Are we doing the right things?
2. Are we doing them the right way?
3. Are we getting them done well?
4. Are we getting the benefits?

At Grant Thornton, we help you answer all these questions and more by providing the following services but not limited to;

- Governance/ Governance Audits
  - o Policies and procedures assessment
  - o Compliance to laws and regulations
  - o Adoption of frameworks/benchmarking
- Risk Management
  - o Risk identification S monitoring practices
  - o Cloud Governance
  - o Data Governance
  - o ERM

## Cybersecurity

The current cybersecurity issues faced by organizations are unprecedented attacks, cyber espionage, and data theft among many other issues.

At Grant Thornton, we understand how important your data is and the need for protecting your systems and networks, we assist our clients understand and prepare for any potential threats, respond to actual cyber incidents, and fix cyber incidents. This includes but is not limited to;

- Vulnerability Assessment
- Penetration testing
- Incident management
- SOC Assessment
- Data protection and privacy advisory including data privacy impact assessment

## Compliance Testing

Are you accepting credit cards? Would you like to be GDPR compliant? Do you have certified providers? Would you want to achieve and align your business with the industry's best standard in place? We assist our clients to achieve self-assessment readiness for the following certifications but are not limited to;

- GDPR
- PCI DSS
- ISO 27001
- COBIT

## Shared Services

- Forensic Audits
- Due Diligence



# 75%

of the SSP Europe 350 are clients of Grant Thornton member firms

This statistic includes services provided to both the parent company and its subsidiaries globally

## Project Management & Related Assurance Services

Have you started an IT related project that has overrun on both time and budget constraints? We provide the following services but not limited to;

- Project management
- Software Requirements Specifications documentation
- Business process re-engineering
- Software Quality Assurance
- Training and Proof of Concept document

## IT Consulting

Our IT consulting services work with your organization across your whole life cycle.

We assess your needs, keep you updated on the dynamic IT landscape, and guide you to create effective strategies, plans, policies and procedures, plan for governance



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# Public Sector Consulting

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Our overall objective of public sector consulting at Grant Thornton Advisory East Africa is to support governments and their development partners to overcome numerous challenges towards service delivery to their citizens.

Through tailored solutions, we keep the functions of the public sector moving forward to evolve from traditional transaction and reporting to more efficient, analytical and data-driven processes so they can provide timelier insights to decision makers. We advise our clients in planning, maximizing resources, measuring and monitoring progress, and leveraging unforeseen challenges to provide effective, essential services to the public.

## Our solutions include:

### Public Financial Management

This encompasses the management of public funds, financial resources, and financial transactions to ensure transparency, accountability, and efficiency in the use of public resources. PFM plays a critical role in the functioning of government entities, helping to achieve effective service delivery, fiscal discipline, and overall economic stability.

### Institutional and capacity building programmes

The focus is on enhancing the efficiency, effectiveness, and resilience of government organizations. These programs aim to strengthen institutional structures, improve governance processes, and empower personnel through targeted training, fostering a more capable and adaptive public sector. The goal is to equip government entities with the skills and capacities needed to navigate complex challenges and deliver sustainable outcomes.

### Institutional reviews and reorganizations

Institutional Reviews and Reorganizations in Public Sector Consulting involve assessing organizational structures and processes to enhance efficiency, effectiveness, and responsiveness within government entities. Through strategic analysis and tailored interventions, this approach aims to streamline operations, improve service delivery, and align institutional frameworks with evolving public sector needs.

### Strategic planning and implementation

Strategic Planning and Implementation in Public Sector Consulting involves developing clear objectives, aligning resources, and executing initiatives to achieve organizational goals efficiently. Through stakeholder engagement and data driven insights, this process ensures effective decision-making and sustainable outcomes for public organizations.

### Programme management

In Public Sector Consulting this entails efficiently planning, executing, and monitoring initiatives to achieve desired outcomes within government organizations. It focuses on resource optimization, stakeholder coordination, and risk management to ensure successful project delivery while addressing public sector challenges and priorities.

### Project evaluations

Project evaluations under Public Sector Consulting involve assessing the effectiveness, efficiency, and impact of government initiatives and programs. Through rigorous analysis and evaluation methodologies, these assessments provide valuable insights to inform decisionmaking, improve accountability, and enhance the delivery of public services

### Organizational, Risk and Accountability

Organizational, Risk & Accountability consulting in the public sector focuses on enhancing governance structures, managing risks, and ensuring transparency and accountability in government operations. Robust frameworks and procedures are what this consultancy provides to streamline decision-making processes, mitigate potential risks, and foster public trust and confidence in government entities.

### Infrastructure development advisory

Infrastructure advisory is crucial because it ensures that infrastructure projects are strategically planned, financially viable, and capable of delivering long-term benefits. Proper advisory services help align projects with economic and social goals, manage risks, and maximize value for money.

It involves identifying priority investment areas, conducting prefeasibility and feasibility studies, and providing Public-Private Partnership (PPP) Transaction Advisory services.

## Looking to the Future: A Stronger, More Resilient Uganda

Uganda's journey in improving its PFM systems demonstrates the country's commitment to better governance and service delivery. While challenges like revenue mobilization, debt management, and corruption persist, opportunities for innovation and collaboration remain abundant. By continuing to embrace digital tools, fostering Public-Private Partnerships, and strengthening institutions, Uganda can build a resilient PFM system that drives economic growth and enhances the quality of life for its citizens.

As a trusted partner in these reforms, Grant Thornton Advisory East Africa Ltd remains committed to supporting the Ugandan government's efforts to improve public financial management. Our tailored solutions are designed to help enhance accountability, transparency, and efficiency in the public sector, contributing to Uganda's long-term development goals.



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# SME Development Programme

The Programme leverages the support of development partners, financial institutions, tax authorities, government ministries, ecosystem of multinational/ anchor companies, and investors to support SMEs. Our approach is to:

- Identify and mobilize SMEs who require technical assistance,
- Conduct a comprehensive Organizational Capacity Assessment, in conjunction with the partners above, to identify capacity gaps. In order to identify the capacity gaps, we shall assess the following factors:

1. Governance
2. Compliance with laws and regulations
3. Financial and cash-flow management
4. Succession Planning
5. Growth strategies



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**Improved Competitiveness;**

In line with the government's import substitution strategy, this programme will improve competitiveness of SMEs.



**Access to finance;** The SMEs will have access to funding opportunities with a possibility of accessing low cost of capital financing.



**Risk Reduction;**

The programme de-risks partners since the delivery of services is reliant on an initial organizational capacity assessment done by GT.



**Social Impact;** The programme partners will be able to contribute to economic growth, job creation and social development.



**Access to available**

**Incentives;** Once identified as an SME development partner, there is room for easy access to the available opportunities like funding opportunities, government interventions, etc.



**Improved Efficiency;** Leveraging on the technology, processes and training, SMEs will be able to improve on efficiencies in their processes.



**Empowerment;**

The programme will help promote economic empowerment, inclusivity, and social equity for underrepresented groups (e.g, women).



**Market Expansion;** Leveraging on the experience gained from the technical assistance, SMEs will continuously seek professional advice and build networks and relationships with financing partners.



**Networking;** As a result of the stakeholder engagements involved, the programme can create room for connections with other partners, experts, funders, etc.



**Enhanced Brand Image/visibility;** The SME partner brand(s) can be associated to SME development and the related activities.



# Corporate Social Investments

Every year, Grant Thornton member firms all over the world come together in September to celebrate the social responsibility initiatives we carry out in our communities with an aim to Act, Commit and Share.

As Grant Thornton Uganda, **we are involved in the following:**

**Education:** equipping students with facilities to expand their knowledge and unlock their potential.

**Health:** giving time to initiatives that improve the well-being of our communities.

**Governance:** engaging with organizations to promote sustainable growth, risk management and Compliance, operation optimization, and skill capitalization.

**Social and Environment:** supporting the underprivileged and the conservation of wildlife and natural habitats.

## CSR projects



We are glad to announce another huge addition to our current projects this year **“PRACTICAL SKILLS DEVELOPMENT ACADEMY”** which was set up in May 2023 to empower the youth with skills and knowledge as they join the professional world. So far, we have graduated twenty five (50) students from the first two Co-horts, with over 80% of these already absorbed in employment at Grant Thornton and other firms, including our clients. Co-hort three is already in the final stages of completion as recruitment for cohort four for 2025 mentoring sessions commences.



Since 2015, we have renovated a school block of Namulonge COU SS in Wakiso District, Uganda, and funded the construction of four (4) new classroom blocks and a computer lab with the required infrastructure. In addition, donated scholastic materials, classroom desks, class tables, laptops, and accessories as well as paid bursary scheme fees for students.

In November 2024, the State Minister for Education Hon Musingo was the chief guest at the launch of another 4 classroom blocks and donation of 20 laptops. More initiatives will be done to significantly improve the infrastructure of the school which has already seen student population increase from 300 in 2016 to over 900 in 2024.



Since 2017, we often hold Blood Donation drives throughout the year in partnership with the Indian Association, Mengo Hospital Rotary Blood Bank, and the Nakasero Blood Bank. In 2020, despite the COVID pandemic, we held a Blood Donation camp at our Office premises. To date, we have contributed over 3,000 units of blood and also donated a centrifuge to Mengo Hospital Rotary Blood Bank.



As part of our strategy, we recognize that Corporate Governance is of paramount importance as it enhances an organization's image in the public eye as a self-policing organization that is responsible and worthy of shareholder and debt holder capital. Therefore, we joined hands with The Institute of Corporate Governance of Uganda (ICGU) to encourage best corporate governance practices across the country and award the organizations with best CG practices. We proudly pioneered and solely sponsored the INAUGURAL CORPORATE GOVERNANCE AWARDS held on May 17, 2018, at Kampala Serena Hotel in collaboration with the ICGU. We also sponsored the second event at Mestil Hotel in Kampala in 2021, and we were the platinum sponsors for the third event in October 2024 at Kampala Sheraton Hotel.



Conservation and Welfare of the wildlife are at the heart of what we do. We are committed to a world where there is co-existence and as such Grant Thornton was engaged in the donation of food items to Uganda World Life Authority in Entebbe Zoo as part of our concern for conservation and wildlife to mitigate the impact of COVID - 19.

We have also partnered with Kampala Capital City Authority to plant over 1,000 trees, an ongoing exercise in different locations.



We are operating a voluntary contribution scheme since 2019 among our employees to contribute toward the multiple CSR activities ongoing. We donated over 6 tons of food items to the Government task force as response to COVID - 19 pandemic.

In addition, other initiatives involve providing lunch for the population of East Kololo Primary School to help keep children in school.



# Industries Served

At Grant Thornton Uganda, just like all our member firms across the globe, we provide services to almost all sectors of the economy.



## Industrial products

- Aerospace & defense
- Building products
- Chemicals
- Commercial printing
- Construction & farm machinery & heavy trucks
- Construction materials
- Containers & packaging
- Electrical equipment
- Highways & railtracks
- Industrial conglomerates
- Industrial machinery
- Office electronics
- Office services & supplies
- Paper & forest products
- Security & alarm services
- Trading companies & distributors



## IT services

- Media
- Software & infrastructure
- Telecomms



## Travel, tourism & leisure

- Hospitality
- Tourism & leisure
- Transport



## Real estate and construction

- Construction
- Real estate



## Services

- Professional services
- Technology, media & telecommunications



## Not for profit

- Charities
- Education
- Social housing



## Public sector

- County, regional and municipal
- Donor or international development organisations
- National / Federal
- Quasi-government
- Supranational governmental State and provincial organisations



## Consumer products

- Automotive
- Food & beverage
- Retail & logistics



## Energy & natural resources

- Mining
- Oil & gas
- Utilities & cleantech



## Financial services

- Asset management
- Banking
- Insurance
- Private equity



## Healthcare

- Healthcare providers & services
- Life sciences

# This is the **promise** we make, today and every day

“We go beyond business as usual to deliver a different experience. More personal, agile and proactive. We challenge conventions to find better solutions. So our people, clients and communities can positively shape tomorrow.”



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