

Get connected in Namibia*



*connectedthinking



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Assurance Partner
Walvis Bay



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Assurance Partner



Louis van der Riet
Assurance Partner



Schalk Walters
Advisory Services
Director



Albe Botha
Managing Director



Nangula Uaandja
Assurance Partner

Range of professional services provided

We have a significant presence in every major market, both established and emerging, which makes the firm a global powerhouse with an unmatched ability to serve global, national and local clients. Our structure links local firms that possess an in-depth knowledge of local business, accounting and regulatory requirements, with a worldwide network that can exploit the advantages of expertise on an international scale. The table below is indicative of our professional services and industry expertise. Our strategic goal is to be the pre-eminent professional services provider across our chosen markets and services, evidenced through clear market leadership, sustained premium earnings and recognition as the best place to work.

We will achieve our goal through client relationships based on quality and integrity.

PricewaterhouseCoopers provides in-depth industry experience to 18 market sectors.



Ansie Rossouw
Assurance Partner
Walvis Bay



Patty Karuaihe-Martin
Tax Director



Seretta Lombaard
Assurance Partner



Nico Weck
Advisory Services
Partner



Stefan Hugo
Associate Director



Talita Horn
Associate Director



Chantell Husselman
Associate Director



Colyn Hendriks
Associate Director
Walvis Bay

In Southern Africa, we cover the following sectors:

1) Public Sector

- Outsourcing
- Internationally Funded Institutions / International Development Assistance
- Government

2) TICE – Technology, Information, Entertainment and Media

- Technology
- Information Communication
- Entertainment and Media
- Hospitality and Leisure

3) CIPS – Consumer and Industrial Products and Services

Pharmaceutical

- Automotive
- Chemicals
- Metals and Mining
- Engineering & Construction
- Agribusiness
- Healthcare

4) Financial Services

- Capital Markets and Treasury
- Banking
- Insurance
- Investment Management

Advisory	Assurance	Tax
Risk Advisory Services	Attest / Auditing Services	Mergers and Acquisitions
Performance Improvement	Accounting Services	Corporate Consulting
Systems and Process Assurance	Company Secretarial Services	Compliance Services
Forensic Services	Private Company Services	Financial Structuring
Governance, Risk and Compliance	IFRS Readiness, Conversions and Reporting	Value Added Tax Services
Transaction Services	Financial statement audits and agreed-upon procedures	Customs & Excise Services
Estate Planning	Sarbanes-Oxley compliance Assistance on capital market transactions Accounting, technical and regulatory advice	Transfer Pricing Tax Function Effectiveness Setting up business in Namibia for multinationals

1.1 Our values



PricewaterhouseCoopers' ambition is to be the world's leading professional services organization, thereby solving complex business problems for top-tier clients in global, national and local markets. In order to succeed in this ambition, we must grow and develop both as individuals and as a business – our core values of Excellence, Leadership and Teamwork help us to achieve this growth.

Teamwork

the best solutions come from working together with colleagues and clients.

Effective teamwork requires:

- Relationships
- Respect and
- Sharing

Excellence

Delivering what we promise and adding value beyond what is expected.

We achieve excellence through:

- Innovation,
- Learning and
- Agility

Leadership

Leadership with clients, leading with people and thought leadership demands:

- Courage
- Vision and
- Integrity

1.2 PricewaterhouseCoopers in the community

What does it mean to us?

The interaction of corporates with other businesses, government and communities to ethically participate in activities that will create a sustainable environment.

Objectives

- To sustain communities through value creation efforts
- To mobilize our staff to interact with communities to enhance cultural experience

Areas of focus

Education and skills development = A business imperative

Corporate Social investment

- Developing Chartered Accountants
- Vision 2030
- Business skills development
- Sustainable communities

1.3 Developing Chartered Accountants

ICFA (Institute of Commercial and Financial Accountants in Namibia)

Currently there are 5 trainee accountants, of whom 3 are from the previously disadvantaged group, undergoing traineeship contracts for the Certified Commercial and Financial Accountant qualification with our firm. In terms of professional rules, trainee accountants have to receive at least 40 hours of formal training per annum as well as structured programme of continuous practical training in terms of strict guidelines laid down by the Institute of Commercial and Financial Accountants of Namibia.

ABAN (Association of Black Accountants in Namibia)

The association is established to promote the professional interests of persons engaged in the accounting profession whose commitment and dedication is to the pursuit of professional and academic excellence for the benefit, needs and advancement of Blacks in the accounting profession, other than the carrying on by the Association of trading or other profit making activities.

UNAS (University of Namibia Accounting Society)

Nangula Uaandja, one of our Assurance partners, is currently the Patron of this society and through her, PwC is providing support to the society. UNAS forms a platform of accounting students.

Namibia Graduate School of Accounting

PricewaterhouseCoopers undertakes the sponsorship of 9 students attending the Namibian Graduate School of Accounting ("NGSA"). This confirms our commitment to the achievement of Vision 2030 and constitutes our investment in the future leaders of our country. The NGSA is an initiative by the Namibian firm to assist students in passing the post graduate exams.

PricewaterhouseCoopers Tax Academy

In the beginning of 2007 PricewaterhouseCoopers Namibia launched the

PwC Tax Academy

The firm currently recruited 3 candidates which enrolled on a 3 year tax articles programme while furthering their studies within various taxation fields. This Academy is the first of its kind which reaffirms our commitment to Vision 2030 and the development of Tax professionals.

1.4 Business skills development

Strategic Alliances

- NCCI (Namibia Chamber of Commerce and Industry):
PwC serves on two Standing Committees of NCCI:
Economics and Black Economic Empowerment.
- JCC (Joint Consultative Committee):
We support this body of the small and medium sector by providing input and sharing information.
- Team Namibia:
Team Namibia seeks to differentiate Namibian-made products and services and to create a broad market for locally made products and services.

PwC is a member of Team Namibia.

1.5 Employment Equity

We are a Namibian firm, which employs 135 individuals from designated groups. This represents over 70% of the firm's total number of employees. PwC is a certified equal opportunity employer.

Category	Total number	Number of Namibians	Number of designated Namibians	Number of foreign/permanent citizens
Directors	14	11	5	3
Managers	41	29	20	12
Professional	43	41	38	2
Supervisors	38	31	29	7
Skilled labour	51	46	37	5
Unskilled labour	6	6	6	0
Totals	193	164	135	29
Number of females	120	106	106	14

Commercial Equity

Commercial Equity is a focus point for our organization as we work towards the transformation of the ownership of our business as well as the firm's procurement policy. PwC has 4 females as partners of which 2 are from the previously racially disadvantaged group.

Bursaries

We currently sponsor 60 Namibian students (of whom 41 are from the previously disadvantaged group) studying at the University of Namibia and South African universities towards their accounting degree and postgraduate qualifications. Our current bursary scheme totals in excess of N\$ 6 million. Many of our professional staff also study on a part-time basis. Our Human Resources policy makes provision for special study aid for the disadvantaged.

1.6 Procurement policies

The firm's goal by 2007 and focus on procurement is that at least 25% of its discretionary expenditure is made to BEE entities (entities being those with at least 26% previously disadvantaged owners).

For the procurement of goods and services the firm will give:

- 10% differential on Namibian owned entities of 51 % or more and
- an additional 10% differential on Namibian BEE owned entities.

2. Employee development: Our established training programme

Training

Currently there are 52 trainee accountants (of whom 39 are from the previously disadvantaged group) under traineeship contracts for the chartered accountant qualification with our firm. In terms of professional rules, trainee accountants have to receive at least forty hours of formal training per annum,

as well as a structured programme of continuous practical training in terms of strict guidelines laid down by the Public Accountants' and Auditors' Board of Namibia. Our annual investment for staff including time of management in training for staff in excess of N\$ 8 million per annum.

3. Our commitment to Vision 2030

“A national vision to improve the quality of life of the people of Namibia to the level to counterparts in the developed world by 2030”

Dr. Sam Nujoma

President of the Republic of Namibia 2004

PricewaterhouseCoopers has taken the initiative to create awareness amongst the private sector and our staff members to work towards the realization of Vision 2030.

We endeavour to educate our staff about Vision 2030. All Namibians need to realize that in our country, everyone counts. Fostering unity amongst fellow Namibians is one way of contributing to the realization of Vision 2030. We practice this thought leadership.

