



Blue Semper Consulting

ENHANCING VALUE CREATION



Business Portfolio

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| *Welcome to Blue Semper Consulting...*

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Our driving force is a clear and powerful purpose: “Enhancing business value creation ethically and sustainably”. Founded on the principle of “do what is right for the client”, and governed by our values of Integrity and Transparency, Excellence and Accountability, Innovation and Agility, and Sustainability and Social Responsibility.

Our driving force is a clear and powerful purpose: “Enhancing business value creation ethically and sustainably”, augmenting impact in how your organisation navigates the complexities of the modern business landscape. Our team is committed to supporting you in achieving customer satisfaction, sustainable growth, cost optimisation, regulatory compliance, and operational excellence.

We understand the importance of shared values. We are unwavering in aligning our values of Integrity and Transparency, Excellence and Accountability, Innovation and Agility, and Sustainability and Social Responsibility with you and your stakeholders.

You can be assured of the highest quality in our services, which are executed through specialist teams of seasoned management consulting professionals (mainly with Big Four experience) dedicated to addressing your organisation’s strategic objectives in Environmental, Social, and Governance (ESG), Business Strategy and Transformation, and Financial Crime Regulatory Readiness and Compliance. We specialise in innovative, fit-for-purpose strategic solutions across industries and critical business domains.



Our value-add leverages our deep foundation in Big Four management consulting. We work with you, leveraging our industry knowledge, tried-and-tested methodologies and approaches, execution and analysis tools, and accelerators, along with a proven track record of delivering sustainable results. Our goal and commitment is to solve challenges that inhibit you from achieving your strategic objectives and unlock value across all related touchpoints in your value chain.

Thank you for considering Blue Semper Consulting as your trusted partner.

Let’s get started...

Dr. Sudesh Pursad

Managing Director

Blue Semper Consulting

2 | *Our Purpose and Values*

Our purpose and values are integral to how we build trust, nurture long-term relationships, and deliver value-enhancing solutions and services to you. Our purpose is founded on the principle of “do what is right for the client”, guiding us in every step toward achieving mutual success and positively impacting our clients and the world.

2.1 | Our Purpose

At the heart of Blue Semper Consulting lies our unwavering purpose:

“Enhancing value creation ethically and sustainably”.

This encapsulates our mission to redefine what business success means in the modern era through our expertise in ESG Strategy, Advisory and Reporting, Business Strategy and Transformation, and Financial Crime Regulatory Readiness and Compliance, all aimed at enhancing value and differentiation. Our approach ensures that sustainability goes beyond mere compliance to become a key driver of profitability, competitiveness, and market leadership. As a business partner, you and your stakeholders are automatically beneficiaries of our unwavering purpose.



2.2 | Our Values

Our core values of Integrity and Transparency, Excellence and Accountability, Innovation and Agility, and Sustainability and Social Responsibility serve as guiding principles, to ensure that we meet and exceed your expectations, deliver high-quality solutions with unwavering ethical standards, and create long-term value and positive impact. Our values are our firm commitment and dedication to achieving exceptional sustainable outcomes for you.



2.2.1 Integrity and Transparency

Our highest ethical standards ensure honesty and openness in all interactions, forming the bedrock of trust and establishing genuine partnerships. Transparency in our methodologies, observations, and recommendations keeps you well-informed and confident in your decisions, leading to more effective and trusted consulting engagements. Partnering with us guarantees a reliable, ethical, and transparent approach to achieving your business goals



2.2.2 Excellence and Accountability

We deliver superior strategic insights and solutions, ensuring exceptional quality and independence in all our services. Our dedication to excellence means we meet and surpass your goals, executing each project diligently and professionally. By holding ourselves accountable for outcomes, we ensure that your objectives are achieved efficiently and effectively, for long-term success



2.2.3 Innovation and Agility

We provide fresh perspectives and innovative solutions to complex problems, ensuring your business adapts quickly to new challenges, technologies, and market dynamics. Our commitment to staying ahead of industry trends drives transformative change and creates competitive advantages, positioning your organisation for success in a rapidly evolving business environment



2.2.4 Sustainability and Social Responsibility

Our expertise in integrating ESG principles into strategic and executable advice helps align your business operations with sustainable and ethical governance practices. This commitment addresses global challenges, enhances your reputation, meets stakeholder expectations, and drives long-term success. Partnering with us ensures that your organisation contributes positively to society and the environment while achieving your business goals



3 | *Our Suite of Services – Overview*

Our expert services are designed to drive growth, enhance resilience, and ensure regulatory compliance. We tailor our solutions to your unique needs and market conditions, transforming challenges into opportunities for long-term success. We deliver value through three service lines:

Environmental, Social, Governance (ESG) Strategy and Advisory (incl. Reporting)

Our ESG solutions incorporate sustainability into strategy, operations, and culture. From customised ESG strategies and a GRI-certified tool, we deliver ESG diagnostics, GRI-aligned reporting, risk management, stakeholder engagement, training and reporting. We help organisations unlock ESG value, enhance compliance, build stakeholder trust, and achieve long-term impact through our proprietary Interactive ESG Ecosystem Framework.



Business Strategy and Transformation

We develop tailored strategies for cost optimisation, operational efficiency, business growth, market entry, and market expansion, operationalise strategies and manage large-scale transformations that align with your goals for sustainable growth. Our comprehensive operating model framework incorporating Governance, Process, People, Technology and Data, ensures business adaptability and competitive advantage in an evolving market.



Financial Crime Regulatory Readiness and Compliance

Our fit-for-organisation financial crime management solutions for FICA regulatory compliance, AML frameworks, and proactive business risk assessments, safeguard your organisation against related risk exposure. We enhance your financial crime regulatory compliance, regulatory readiness and operational efficiency, protecting your reputation, operational integrity, and compliance obligations.



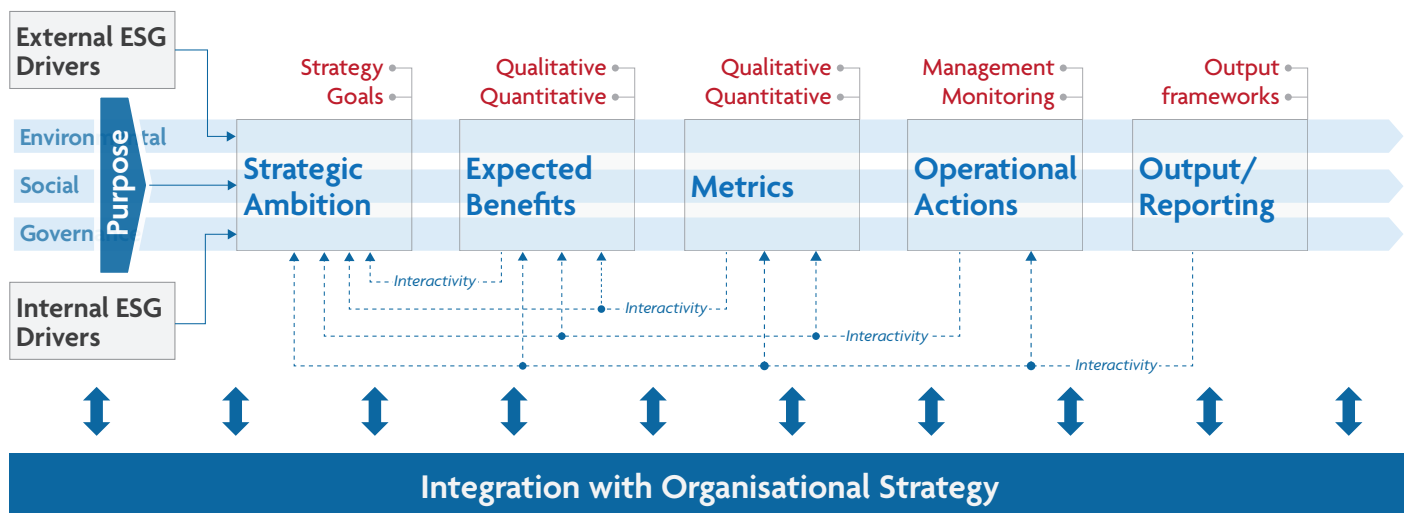
ESG Strategy and Advisory Services

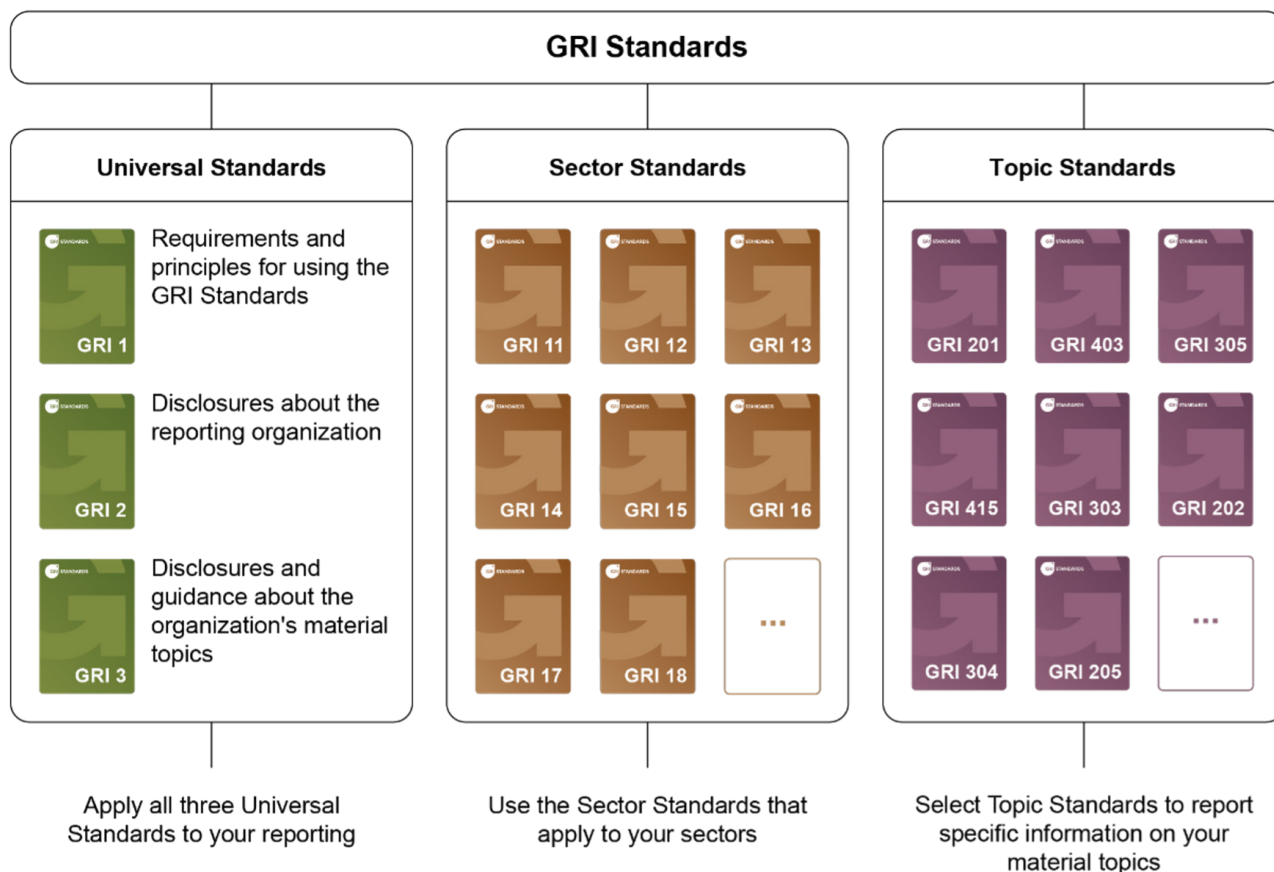
At Blue Semper Consulting, we work with you to directly address pressing business challenges around environmental impacts, social inequities and governance shortcomings. We recognise the significance of integrating ESG into your business strategy, management approach, and organisational culture, making it the DNA of your success story. Our comprehensive ESG services, founded on doctoral research, Global Reporting Initiative (GRI), Sustainable Development Goals (SDGs), IFRS S1+S2, and Sustainability Accounting Standards Board (SASB) standards and other leading practices, help you develop, enhance and integrate your ESG strategic objectives into effective management protocols, critical decision-making processes and robust reporting systems across your value chain, focused on the material topics that impact your business the most.

As GRI Certified Sustainability Professionals,

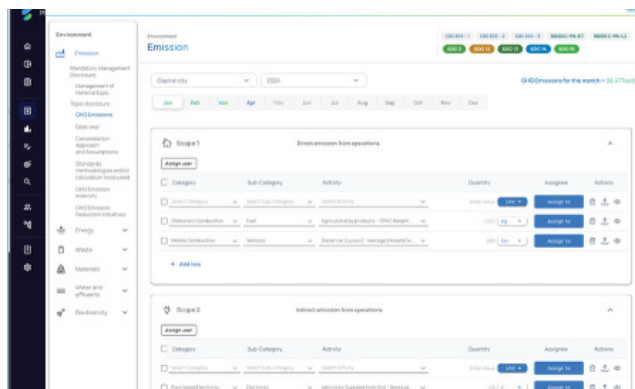
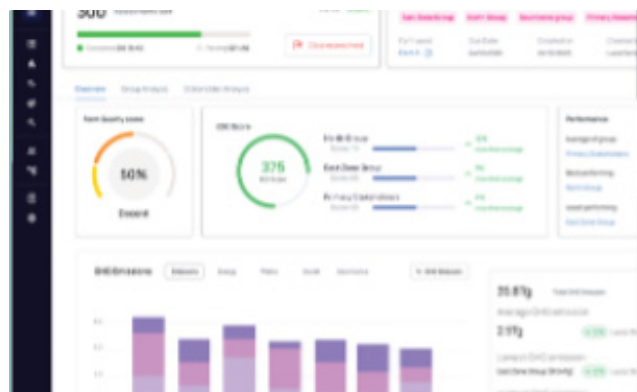
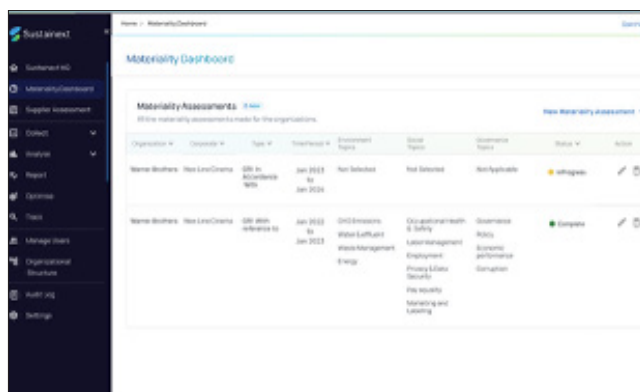
we provide GRI-aligned ESG reporting, supported by the first GRI-Certified and GHG-Certified reporting tools in South Africa called **ESGRep™** and **GHGRep™**. The UN SDGs and IFRS S1+S2 are natively incorporated (among other frameworks) to report holistically from one platform. Our bespoke Interactive ESG Ecosystem Framework (developed through doctoral research) further provides a structured approach to assessing and enhancing your ESG strategy, ESG risk management, stakeholder management, training, impact diagnostics of your ESG initiatives, and communicating your ESG story compellingly and transparently. This unlocks value creation and delivers stakeholder expectations by showcasing your ESG commitment, practices and impact. Partner with us to enhance your ESG value creation and drive meaningful impact.

The Interactive ESG Ecosystem Framework





ESGRep™ - GRI-Certified ESG Reporting Platform Screens (contact us for a demo)



Four-Step ESG Strategy Enhancement and Development

Bespoke ESG Strategy for Enhanced Integration, Resilience, Innovation, and Competitive Advantage

Whether you are enhancing your existing ESG strategy or developing a new ESG strategy, we provide a comprehensive service to develop a bespoke and integrated ESG strategy tailored to your business and stakeholder needs. Our four-step approach ensures alignment with business objectives, stakeholder expectations, regulatory requirements, and embedding it in the organisation. With due consideration of your organisational risks, we work closely with you to foster resilience, innovation, and competitive advantage by driving sustainable growth that strengthens your reputation and stakeholder trust. Partner with us to integrate and embed ESG seamlessly into your core business strategy and at all levels of your organisation.

Crafting your ESG Report and Story in Five Easy Steps

Transparently showcase your ESG story with global standards and strategic clarity

Our structured approach to crafting your compelling ESG narrative goes beyond compliance to showcasing purpose, performance, and impact. Our ESG storytelling service leverages the Global Reporting Initiative (GRI) reporting standards, a GRI-certified reporting tool, and our proprietary Interactive ESG Ecosystem Framework. These deliver a robust and integrated ESG story that aligns with your strategy, stakeholders, and sustainability ambitions. This includes GRI reporting “In Accordance With” (for comprehensive GRI-aligned reports that meet all disclosure requirements), or “With Reference To” (for selected GRI-relevant indicators while building toward full alignment). This GRI-aligned report transparently articulates your ESG strategy, identifies key disclosures, effectively communicates progress on material focus areas, and builds stakeholder trust, thereby enhancing your reputation and accountability. Whether you are starting your ESG journey or enhancing an existing report, we ensure your ESG story is data-driven, credible, and strategically positioned to create long-term value.

Let us help you bring your ESG journey to life with clarity and global credibility, and strategically positioned to create long-term value. Let us help you bring your ESG journey to life with clarity and global credibility.





ESG Strategic and Operational Risk Management

Identifying and Managing ESG Risks for Business Resilience and Future Preparedness

Ensure your ESG risks are integrated into your Enterprise Risk Management (ERM) framework and business processes. We leverage your risk methodologies and frameworks, complemented with our Interactive ESG Ecosystem Framework and seven-step risk management methodology that aligns with recognised standards and frameworks (e.g. GRI, ISSB, SASB, TCFD, BBBEE, King IV, etc.) to augment your risk universe and ensure that your business remains resilient and prepared for future challenges. Partner with us for peace of mind in understanding your ESG risks.

ESG Board, Exco and Staff Training and Awareness

Empowering Your People, Embedding Sustainability

We believe that true ESG impact begins with informed, engaged, and empowered individuals. Our ESG Training and Awareness services are designed to turn ESG understanding into ESG action across all levels of your organisation. Drawing from over three decades of strategic and consulting experience, our offerings span immersive 1-day and 2-day ESG Masterclasses, Executive ESG Board and Exco briefings, and tailored awareness sessions for operational staff. Each session blends technical content, global leading practices, regulatory insight, and case-based learning to create an engaging, practical, and impactful experience. Whether developing ESG fluency at the leadership level or building awareness among frontline staff, we equip your teams to:

- Grasp ESG fundamentals and regulatory expectations
- Identify ESG risks, opportunities, and ROI potential
- Operationalise ESG within your function, strategy, and supply chain
- Embed ESG in KPIs, performance compacts, and organisational culture
- Drive measurable change and enhance stakeholder trust

Transformative ESG Diagnostic in Six Steps

Comprehensive ESG Assessments for Strategic Value and Sustainable Impact

The six steps in our Interactive ESG Ecosystem Framework provide a holistic and comprehensive assessment tool to evaluate your external and internal ESG drivers, strategic ambitions, expected benefits, metrics, operational actions, and reporting frameworks. This complete evaluation helps you to quickly understand the broader implications of your activities, identify areas for improvement, and demonstrate your commitment to sustainable development. You can drive value creation and enhance sustainability by rapidly re-aligning your ESG strategies with your organisational goals and stakeholder expectations. We conduct this diagnostic as a point-in-time assessment or periodically to benchmark and monitor progress. Partner with us to optimise your ESG efforts and achieve significant, long-term impact.

Four Steps to Effective Stakeholder Assessment and Engagement

Enabling Meaningful Dialogues for Inclusive and Transparent Stakeholder Relations

Utilising the double materiality principle, we apply a four-step methodology to help you identify, engage, manage, and monitor your external and internal ESG stakeholders. We work with you to determine the materiality of the financial and non-financial impacts of your ESG initiatives aligned with your stakeholder expectations. Through a tried and tested stakeholder methodology, we ensure that your ESG strategy is inclusive, transparent, and responsive to stakeholder needs, aligning your initiatives with their concerns, expectations, and priorities. Most importantly, we work alongside you to constructively engage with them. This approach boosts trust, improves stakeholder relationships, and drives more effective and impactful ESG outcomes. For internal stakeholders, this includes integrating ESG into the culture and fabric of your organisation. Partner with us to ensure your ESG strategy resonates with and is transparently conveyed to your stakeholders.

ESG Monitoring and Benefits Realisation

Maximising your ESG Impact and Value Through Strategic KPI Development and Monitoring

Your ESG success is critically dependent on your benefits expectations and monitoring its impact at all touchpoints in your value chain. Let us support you by enhancing your existing ESG performance metrics (KPIs) or benefits realisation frameworks or developing new and robust systems aligned with your business goals to deliver tangible benefits. Our services ensure these KPIs are measured and monitored effectively, contributing to long-term value creation. Cascading organisational ESG KPIs into individual performance compacts enhances the overall ESG culture and positively influences changes in employee behaviour. This holistic approach improves ESG performance and fosters a culture of accountability and sustainability, driving meaningful impact and creating lasting value for your stakeholders. In addition, we provide additional capacity for the independent validation and monitoring of your ESG-related CSI activities. Partner with us to elevate your ESG performance for decision-making, sustainable growth, competitive advantage, and peace of mind with independent ESG CSI impact monitoring.



Business Strategy and Transformation Services

You can expect to benefit from our business strategy and transformation services by achieving sustained growth, enhanced efficiency, optimised costs and processes, and securing market leadership. With over 33 years of international and local experience, we bring a proven track record in developing and implementing business strategies and managing high-impact transformation programs for top-tier firms. Our hands-on approach ensures that every initiative aligns with your strategic objectives. We have successfully led significant

initiatives across various industries, including financial services, utilities, aviation, telecoms, mining, government, media, industrial products, tourism, and manufacturing, including four iconic projects of national importance. Transform your business with our expert services in Business Strategy Development and Implementation, Market Entry and Expansion, Operating Model Review and Enhancement, and Strategic Business Transformation Management. Contact us today to drive lasting value and achieve your strategic goals.



Business Strategy Development and Implementation

Transforming your Vision into Actionable Strategies for Sustainable Growth and Success

Receive a tailored strategy that aligns with your organisational goals and the market environment. Our comprehensive approach ensures that your strategy is innovative, practical, and implementable, emphasising stakeholder alignment. We work closely with you to incorporate cost optimisation as a core business objective, ensuring that your strategy drives growth and competitiveness, enhances operational efficiency, and reduces expenses. From strategy development to planning and operationalisation, we walk the journey together, providing continuous support to achieve your strategic objectives and ensure sustainable success. Partner with us to transform your vision into actionable strategies that deliver measurable results and long-term value.

Market Entry and Expansion Strategy Development and Implementation

Optimise Growth in New and Expanded Markets

Whether entering a new market, growing in your early years, expanding in your current market, or pursuing your next growth stage, our bespoke four-phase framework holistically covers the market environment, value proposition, operating model, and financial and human capital. This comprehensive framework helps identify growth opportunities, mitigate risks, ensure successful market penetration, and understand the size of the prize by leveraging our deep industry insights for sustainable growth and competitive advantage.

Operating Model Review and Enhancement

Pivot your Operating Model for Competitive Advantage, Cost Optimisation, and Growth

Simple yet transformational improvements that optimise business processes, technology, data, human resources, and governance provide step-change value enrichments. These enhancements align your operations with strategic goals, drive efficiency, and positively impact your competitive advantage and bottom line. We leverage industry insights, proven methodologies, and innovative technologies, including Robotic Process Automation (RPA), to enhance strategic value. Partner with us to streamline your operations and achieve multiple returns on investment.

Strategic Business Transformation Management

Achieve Successful Large-Scale Transformations with Expert Guidance

We pride ourselves on our expertise in initiating, planning, and executing large-scale transformations using a combination of PMBOK and Agile methodologies. Drawing on over three decades of experience, including significant transformation programmes at KPMG, PwC, and Deloitte, we have a proven track record of delivering successful significant outcomes across multiple industries such as financial services, utilities, aviation, telecoms, mining, government, and more. Our comprehensive approach ensures that your implementation objectives are met and risks are effectively managed, leading to successful outcomes. Partner with us to navigate complex transformations confidently and achieve your strategic goals for sustained growth and competitive advantage.

Financial Crime Regulatory Readiness and Compliance Services

We bring unparalleled expertise in FICA compliance, Anti-Money Laundering (AML), Counter Financing of Terrorism (CFT), Proliferation Financing, Sanctions, and related regulatory services. With a proven track record at Tier 1 banks, we lead operating model transformations to optimise regulatory compliance and prevent financial penalties and reputational damage. Our client-centric approach involves working closely with you to develop tailored solutions, ensuring your business meets regulatory requirements

and mitigates financial crime risks. Our comprehensive approach includes detailed risk assessments, compliance program development, and continuous monitoring, keeping your organisation prepared and compliant. Navigating complex regulatory landscapes, we help you stay ahead of changes, mitigate risks, and enhance operational efficiency, maintaining your competitive edge and avoiding costly penalties. Partner with us to safeguard your business against financial crime and achieve sustained regulatory compliance.

FICA Compliance and Readiness

Comprehensive FICA Readiness and Compliance Solutions for All Accountable Institutions

As an Accountable Institution (AI) and high-value good dealer under the amended Financial Intelligence Centre Act (FICA), we take end-to-end care of your compliance requirements. We provide fully outsourced or advisory services, including registering your organisation as an AI, developing and implementing your risk management compliance plan (RMCP), creating a risk-based approach, conducting customer due diligence and risk profiling, establishing systems for ongoing client monitoring and reporting to the FIC, and maintaining client records. By managing your FICA readiness and compliance requirements, we ensure your organisation meets all regulatory standards, mitigates risks, and avoids penalties. Partner with us to streamline your compliance processes, enhance operational efficiency, and focus on your core business activities while we handle your FICA obligations.

AML, CFT, Sanctions and Regulatory Enhancements

Optimising Compliance, Reducing Risks and Enhancing Operational Efficiency

Take advantage of our expertise in ensuring robust regulatory compliance, operational efficiency, and cost optimisation. We review, optimise, and implement your operating model, addressing AML, CFT, Sanctions, Foreign Exchange, and regulatory reporting (CTR, STR, etc). Our transformational recommendations enhance your regulatory readiness, streamline processes with RPA and data-led insights, and reduce risks and operational costs. By partnering with us, you will strengthen client servicing, avoid regulatory penalties, and protect your reputation, ultimately driving a competitive advantage.

4 | *Five Compelling Reasons to Partner with Blue Semper Consulting*

Our seasoned professionals with extensive industry and Big Four consulting experience provide unparalleled expertise, tailored solutions, and a bespoke approach to support your strategic objectives. We customise strategies to fit your unique challenges. We provide end-to-end services that drive competitive advantage and sustainable growth with a client-centric focus that fosters long-term client value. Here are the top 5 reasons to choose us:

1. Expertise and Proven Success



Industry veterans lead our team with decades of international and local experience across various sectors, including management consulting, financial services, utilities, telecommunications, and more. Our proven track record in delivering impactful results in ESG, business strategy, and financial crime services demonstrates our ability to drive your business forward. With a deep understanding of industry-specific challenges and opportunities, we ensure that our solutions are practical and sustainable, helping you achieve your strategic objectives.

2. Bespoke Solutions



We recognise that no two businesses are alike. That's why we offer bespoke solutions that are meticulously tailored to address your unique challenges and opportunities. Whether you need a comprehensive ESG strategy, market entry and expansion plans, or robust financial crime compliance frameworks, we customise our approach to align with your business goals. This personalised service ensures that our services are fit for purpose and deliver maximum impact and long-term value.

3. Comprehensive Approach



Our services encompass the entire spectrum of business transformation using tried-and-tested methodologies, from initial strategic planning to seamless implementation. We provide end-to-end solutions that cover every aspect of your business transformation. This holistic approach means you benefit from a coordinated and integrated strategy, reducing complexity and ensuring that all components work together to deliver measurable results. Our comprehensive services ensure that you achieve your goals efficiently and effectively.

4. Values-Driven Business with Integrity and Ethics



We are deeply committed to operating as a values-driven business. Integrity, purpose and ethics are at the core of everything we do. We adhere to the highest standards of ethical conduct, ensuring transparency, honesty, and fairness in all our engagements. Our commitment to these values aligns with the values of our clients and builds trust with them, fostering long-term relationships based on mutual respect and shared goals. Partner with us to experience an unwavering integrity and ethical excellence consulting relationship.

5. Client-Centric Focus



At Blue Semper Consulting, you are at the heart of everything we do. We are committed to building long-term partnerships that prioritise your success by operating on a “Do what is right for you” principle. Our client-centric focus means we work closely with you, providing continuous support and guidance throughout your business journey. We listen to your needs, adapt to your evolving requirements, and ensure our strategies and solutions align with your vision and goals. By fostering a collaborative relationship, we help you confidently navigate the business landscape and achieve sustainable growth.





| *Transforming Business Across Sectors with Integrity and Impact*

At Blue Semper Consulting, we deliver high-impact, sector-sensitive solutions across a wide range of industries. Leveraging 35 years of cross industry, executive and Big Four experience, our services are tailored to the unique challenges and opportunities in your sector. No matter your sector, we bring industry-specific insight, global frameworks (GRI, ISSB, King IV, etc.), and a collaborative, outcomes-driven approach to help you transform challenges into sustainable growth, compliance readiness, and stakeholder value. Partner with Blue Semper Consulting to unlock measurable impact, strengthen resilience, and lead your industry into a sustainable future. We serve the following industries:



Financial Services



Public Sector



Management Consulting



Tourism and Hospitality



Information Technology



Tourism and Hospitality



Utilities



Industrial Products



Telecommunications



Mining



Information Technology



Manufacturing

6 | *Let's Get Started*

Unlock your business's full potential with Blue Semper Consulting. Our expert team is dedicated to driving sustainability, transforming your strategies, and safeguarding your operations against financial crime. With tailored solutions and a proven track record, we deliver measurable results and long-term value. Enhance your business performance and secure your competitive edge. Contact us today to schedule a consultation and start your journey towards sustainable growth and operational excellence. Let Blue Semper Consulting be your trusted partner in navigating the complexities of today's business environment.

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