

RIVALRY FRIENDSHIP

ESTABLISHED **GROWING**

CRITIQUE ENCOURAGEMENT

INDIVIDUAL GROUP

PLANNING IMPLEMENTATION

STRUCTURE FLEXIBILITY

DECISIVENESS MINDFULNESS

RELATIONSHIPS **SOLUTIONS**

RESPONSIBILITY FREEDOM

LOGIC CREATIVITY

CANDOUR DIPLOMACY

CONTROL EMPOWERMENT

COST-EFFECTIVE HIGH-QUALITY

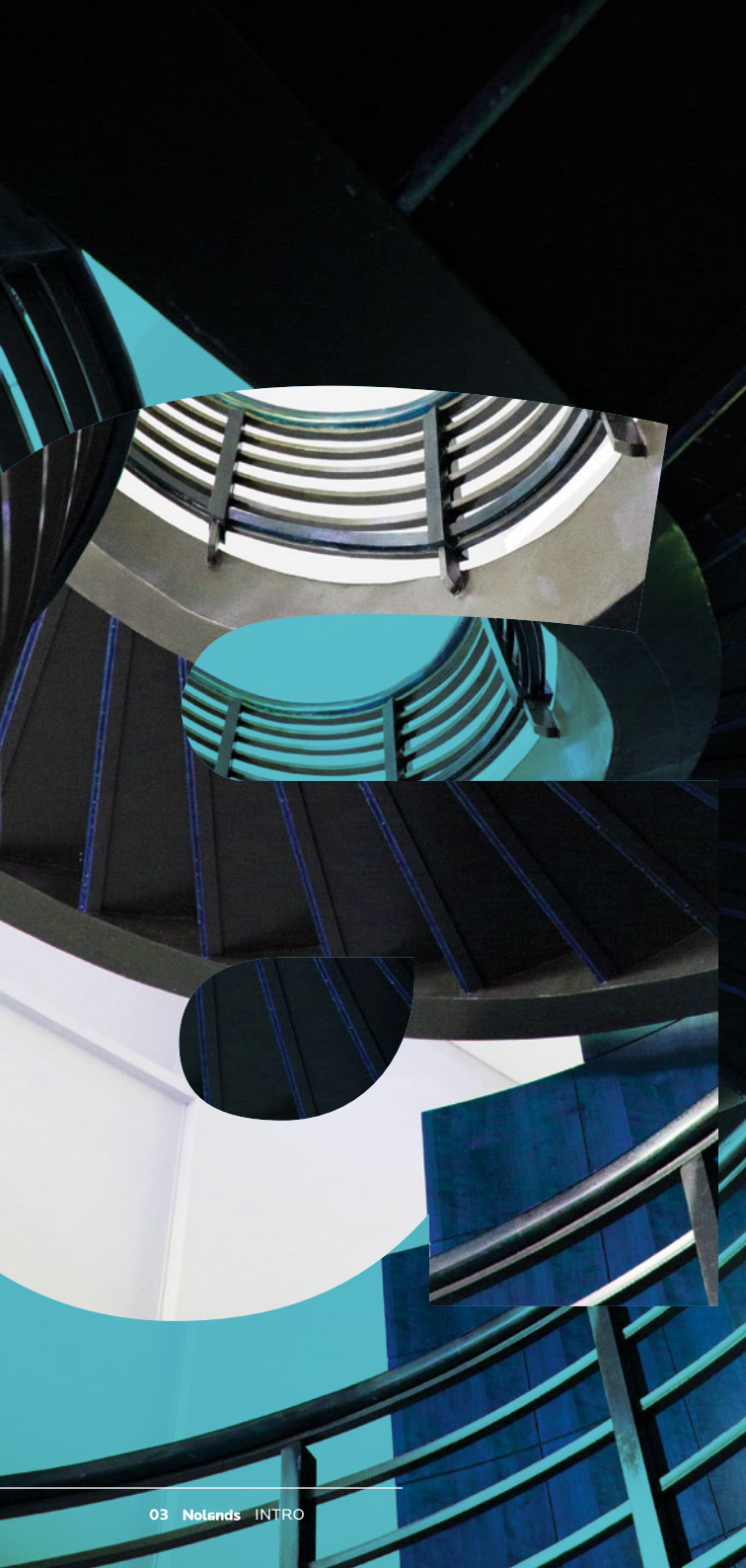
CONFIDENCE HUMILITY

GUIDANCE TOLERANCE

GROUNDED **VISIONARY**

AUDITING INSIGHT

Nolands
AUDIT • ADVISORY • LAW



When we started our company in **1976**, the audit profession was a closed shop.

As an unknown start-up, it was as difficult to attract clients as it was to persuade staff to join us.

But some did, people who saw in us an irrepressible optimism and a spark of purpose in what we did.

IT'S NOT
WHAT
WE DO,
IT'S **HOW**
WE DO IT.

It was those early times in business that taught us the true value of relationships and the power of loyalty. In 45 years, this has not changed; if anything, those cornerstones on which we built the company are more important than ever.

Despite the almost unimaginable advances in technology, people are still what make the difference. Systems and innovations can be copied, often quite easily. The culture of the company, the way it does things, is unique.

Like the rest of the world, the pandemic has presented challenges and disruption on a scale unprecedented in our lifetime. Our company's response, and the ability to safeguard every job, was the result of an embedded culture of putting people first.

We also realised that every client was facing unique challenges of their own. In identifying where we could help and find ways of adding value, it has in many ways shaped the way we work. It has also underlined the importance of clear, consistent communication.

Many of our associates and partners have told us it has made them re-evaluate their role and the way value is measured.

We are more than aware that we work in a very competitive space, among highly capable companies bigger, smaller and of similar size. We also know that service offerings and the supporting technology are seldom, if ever, unique.

SO WHY NOLANDS?

The answer is **our people**.

Everyone who works for us is not only continuously trained on the technical issues but also mentored in the way we set about our work, and the way we build relationships with our clients and each other.

It's an inclusive culture of support, respect and the creation of value.

It's the Nolands way.

**CLIVE
NOLAND**

AUDIT

NOLANDS was started more than 4 decades ago by young men short on contacts and social connections and big on getting going, fast.

In those days, auditing was a routine affair, earning the people in the profession the name *bean counters*, or *box tickers*.

From the start, Noland's was determined it was not that sort of company. The result was an attraction for clients who themselves were entrepreneurs and saw in Noland's a like-minded approach to business.

From zero clients and a handful of people to offices in 15 cities internationally, we believe the DNA of the company to be unchanged.

To be an entrepreneur is not about size, it is a frame of mind: a can-do, will-do attitude, and an innate understanding of value and how to create it.

At Noland's, we find these sorts of clients feel a natural fit and relationships develop easily.

THE BEST
WORK IS
DONE WHEN
THERE'S A
MEETING OF
MINDS.

RELATIONSHIPS & SOLUTIONS

It is a simple fact that our focus on relationship building has a direct bearing on the quality of the work we are able to do. Put simply, the better we understand you and your business, the better the work. Good relationships are never one-sided; they require interaction, communication and mutual respect. These are the key objectives we have with all our clients, of any size.

AUDITING HAS CHANGED...

The demands on the modern auditor are far more complex than they were 10 years ago. The reason is obvious: the world and the world of business is complex and becoming more so, very quickly.

Keeping up with growing uncertainty with things like crypto currencies and the blockchain, the ever-present threat of cyber- attack, highly sophisticated fraud, the growing impact of climate change and the application of IT keeps adding to the challenges.

The COVID-19 pandemic taught us lessons for life and we have emerged more agile, more open-eyed and far better equipped to deal with change. **One of the most important things we know is that machines, no matter how clever they get, can't replace people.**

HOW WE FIT INTO YOUR BUSINESS

"As the world starts to recover from the COVID-19 pandemic, there will be huge financial and business challenges, and the right advice will be critical... there has never been a better time for governments, businesses, and individuals to understand the value that a Chartered Accountant can bring."

Michael Izza,
Chairman, Chartered Accountants Worldwide

We know that the cornerstone of what we do is about certainty, clarity, authentication and peace of mind. But we need to go further. There are things that we can do, value we can add and advice we can share that does not cross the lines of the Companies Act nor compromise the independence of our core functions. We know you also want a friendly smile, a chat now and then, an email answered as quickly as possible (our target is 24 hours) and an open sharing of information. **In other words, a relationship.**



GGI unites a group of international, independent audit, accounting, law and consulting firms with the joint potential to resolve any financial, legal and tax issues which may arise. GGI's broad international coverage provides clients with access to high quality firms in 126 countries and over 870 member firms worldwide. **Noland's is the sole GGI Audit representative in South Africa.**

It goes without saying that as the business landscape becomes more complex, the pressure on decision-makers continues to grow. Balancing the challenges of the present with the uncertainties of the future makes seeing the “big picture” more difficult than ever.

Adding to this complexity is the constant possibility of disruption in various forms, whether from unexpected business competition or changes in the operating environment.

Success often depends on the ability to learn, adapt, and act quickly. Businesses that embrace these principles become wiser, more resilient, and better equipped to navigate an ever-evolving landscape.

We're proud of the role we've played in supporting our clients through challenging times. What we do best is help companies identify possibilities and arrive at solutions. Whether those possibilities are threats or opportunities, we act as a connector, leveraging a wide range of experience, skills, and expertise to develop plans and implement them quickly.



THE ART AND SCIENCE OF **JOINING** THE DOTS.

Finding connections between things that appear at first to have no relationship to each other can lead to unique solutions

Nolands Advisory works across a range of core skill sets within the company such as Nolands Capital, Forensics, Tax and Law and many companies with whom we have established working relationships. We also work cross border with our international associates and our colleagues at Geneva Capital Group and Geneva Group International.

These relationships and the understanding of their capabilities is what enables us to bring the best brains together to give clients the solutions they need to save money, streamline their businesses, evaluate and plan for risk and maximise opportunities.

The diverse range of skills and experience we can access allows us to develop ideas and solutions that, through multi-disciplinary input, are often unexpected but also practical.

Through experience, Nolands has built productive working relationships with many companies in related service sectors, to the benefit and convenience of our clients.

Amandla
OBUNYE
CONSULTING

Carbon
VECTOR

OBUNYE
RISK SERVICES

SA PRIME
TRUSTEES

Amandla
OBUNYE
The Power Of Learning Together

Kabusha
ADVISORY

OBUNYE
PRIVATE EQUITY

talentnetwork
connecting people with opportunity

BR360
INTEGRATED BUSINESS RESCUE

Kairos
MOVING TO NEXT

ROCKMILLS
FINANCIALS

taXrisk
underwriting
managers



As a member of Geneva Capital Group, Nolands has access to vast experience in advising companies worldwide on efficient and effective ways to improve their business. Professional and experienced teams are always available to assist clients promptly in order to promote growth and adding value. GCG has successfully concluded over 4000 M&A deals internationally.

NOLANDS CAPITAL is driven by a young team with the executive and board support of proven business professionals and acknowledged industry leaders.

It is a special collaboration of energy and experience that gives Noland's Capital a significant and unusual edge in the markets it services.

Led by **CEO Stuart Noland**, the company started working remotely barely a year after start-up which has encouraged, even demanded, a high degree of agility and responsiveness in the way it operates.

"We were determined that the challenges presented by the pandemic could not be seen in any way by the team as some sort of reigning in of our ambition."

Instead, the systems we've put in place have become an in-built strength that has improved efficiencies as well as our speed of decision making, response and delivery" he says.

"During this period, we have worked alongside our clients through the highs and lows, in industries such as hospitality and agriculture, and gained invaluable knowledge and experience."

STUART NOLAND

THE
ENERGY
TO MOVE
FAST,

COVID-19 has had a massive impact on both, and we have worked hard in unprecedented circumstances to help provide the sort of quality information that can help them normalize business performance and assist in decision making."

Noland's Capital is able to identify and draw on resources within the broader Noland's company whenever needed. *"This sort of collaboration is very important" he says "When we need an extra brain to pick, it's a phone call away. Having this level of trusted co-operation is vital in keeping our core team compact and fast."*

THE EXPERIENCE TO KNOW WHERE.

As a corporate finance house, Noland's Capital specialises in helping clients and their business achieve their goals across short, medium and long-term horizons. There are **3 areas of specialisation: mergers & acquisitions, transaction services and management consulting.** On both buy and sell side transactions, clients are fully supported, end-to-end.

*"In our work, a critical aspect lies in accurate **company valuation**. It is the central influence to just about every decision our clients make, whether they are selling or buying. With a listed company, the valuation process is pegged by the markets and is there for all to see, day by day. We work in a fundamentally different space and it is crucial we get it right."*

We make use of the best tech and mathematical modelling available and combine it with the right people and their insight and knowledge.

It's something we want to be known for as a stand-out Noland's Capital skill."

The team also works closely with clients to **raise capital** (debt or equity) to assist them to grow their business and maximise shareholder value.

Noland's Capital specialises in performing acquisition **due diligence** to inform buy-side clients as to the risks and provide the buyer with the peace of mind to go ahead with the deal.

Its management consultant advisory services include robust financial modelling, advice to improve the client's operational / financial performance and post-merger integration advisory services.

As with the rest of the Noland's company, Noland's Capital is focussed on the value of building relationships with clients that are both strong and open. This includes keeping clients informed of real-time issues, providing strategic assistance to remain efficient, effective and flexible to adapt to the specific circumstances at hand.

Forensics is a term most commonly associated with the world of detective work in a crime environment.

It is very similar to what we do, in the world of business. The fundamentals are the same: gather and analyse evidence to establish not only *What happened?* but also *What's happening?* or *What could happen?*

Our role is determined by the stage at which we are briefed and there are 3 main aspects to what we do:

FORENSIC INTERNAL AUDIT REVIEWS

When a client suspects a company is at potential risk for whatever reason but is unsure as to the extent, the nature or the possible protagonist, our mandate would be to identify any systemic fault, fraud or wrongdoing and to provide a detailed report supporting remedial action.

FORENSIC INVESTIGATIONS

This work is undertaken when the client believes that a risk has been positively identified and requires us to substantiate and provide comprehensive reporting. This work is by nature detailed and exhaustive as it may underpin a decision to pursue legal action.



NUMBERS
DON'T
JUST GO
MISSING.

RISK MANAGEMENT, MONITORING, EVALUATION

This work is focused on providing on-going solutions to identified risks and is usually an on-going service that is integrated into a client's broader strategy of risk management.

Fraud is on the increase worldwide; latest global reports estimate almost 1 in 2 companies have been affected.

Fraud usually has serious financial consequences but, often worse, can have devastating reputational damage.

Many companies have systemic weaknesses, often IT related, that make them vulnerable.

HOW WE WORK

Our approach is determined by our client's requirements and priorities but generally follow the stages of planning, fieldwork, investigative reporting and follow-up review.

We maintain close contact throughout an assignment, with regular progress updates. While client involvement is vital at every stage of the process, every effort is made to avoid unnecessary distraction from on-going business activity.

IT'S CALLED DISRUPTION BECAUSE IT ISN'T EXPECTED

Disruption is a 21st century business reality; nothing stays the same for long and today business leaders are compelled to face the fact that sudden change can come from any direction, usually the one you least expect. The global pandemic will forever remain a grim reminder of this fact.

In our field, things like data breaches and fraud are the sorts of disruptions that can shake confidence to the core, both inside and outside the company. How a company reacts to these sorts of crises will determine whether it emerges as more knowledgeable, more resilient and better prepared than before.

"As a niche consultancy, we aim to provide clients with dynamic, effective tools and services to deal with the unexpected and to assist them successfully navigate an increasingly complex business landscape."

Simon Woolley, CEO

Our multi-disciplinary team comprises legal professionals (*civil & criminal*), investigators (*forensic & general*), organisational effectiveness specialists, and various support staff. As part of the wider Nolands company, we draw on the expertise of specialists in the Accounting, Auditing and Tax fields, where required.

TAX Today, in most companies, management and leadership are trained to deal with the unexpected. Adaptability, speed, agility: all these need to be part of how the modern company navigates its way through uncertainty and change.

With Tax, every company has the opportunity to do exactly the opposite. Our approach, with every client, is to maximise the time available to us to plan, both in broad terms and in detail.

Tax is the one area of company financial life where, in the main, the rules are laid out and where changes are known, well in advance. Like all rules, there are areas of grey and sometimes the need for clarification. There are times when the taxpayer and the taxman don't see things quite the same way and this can require some measure of dispute resolution.

"Tax is an area where the financial management of a company has the opportunity to avoid unpleasant surprises that can result in serious distraction and cash-flow disruption. The key is to plan and to be proactive. In our experience, most clients run into problems, or fail to take opportunities, when tax is relegated down the priority list."

Graeme Saggars, CEO Nolands Tax



IT'S ALL ABOUT BEING ON THE **FRONT FOOT**, ALL THE TIME.

Tax done in a hurry, as a reaction to looming deadlines, often results in mistakes, including overpayment. Conversely, planning can give a clear idea of where all possible deductions lie, what you will owe and when.

The difference this makes to financial cash flow forecasts is significant. In the same way, any planned changes to the business itself should keep the tax implications of such changes top of mind. For instance, a business restructure or an acquisition could have major inherent tax advantages.

Nolands Tax is here to ensure your compliance and also to help you stay ahead of the game. Our services range from advanced opinions of tax strategies, audit support, dispute resolution and transfer pricing to family matters such as estate planning.

All with the same approach of preparing for the future, rather than have the future arrive unexpectedly and too quickly.

LAW

Law and the world of business intersect at every level, from the basic requirements of a company start-up to the most complex of transactions, disputes and contractual agreements.

Business is done in an increasingly complex environment. The business leaders who want to keep difficult and unforeseen situations to the minimum will seek the best advice in making sure that they are fully aware of the legislation and governance details that affect them. Change or imminent change needs to be monitored and planned for.

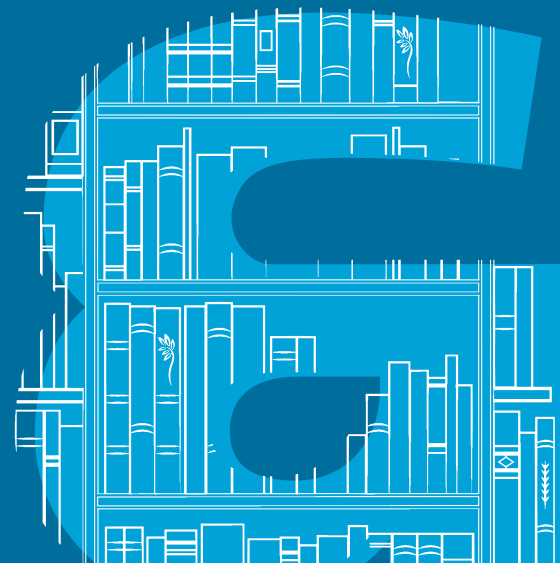
The result is that, today, the role of the lawyer in commerce has rapidly evolved from routine compliance issues to business savvy advisor.

There are certain things that businesses can't do and others they have to do. Knowing both sides of this coin is vital in avoiding needless and often expensive errors.

Our lawyers understand the complex tax, regulatory and commercial laws of today's economy. We work in an environment which is multidisciplinary, closing the gap between business advisors and legal counsel. The result is better cost efficiencies and faster solutions.

A common perception of the corporate lawyer is someone swamped with the detail and the nuances of legal interpretation. Yes, the finer detail is crucial and always will be. A contractual agreement can be breached on a single ambiguity or lack of clarity in the way it is drafted.

TODAY THE **FABRIC OF BUSINESS** AND ISSUES OF LAW ARE MORE TIGHTLY WOVEN THAN EVER.



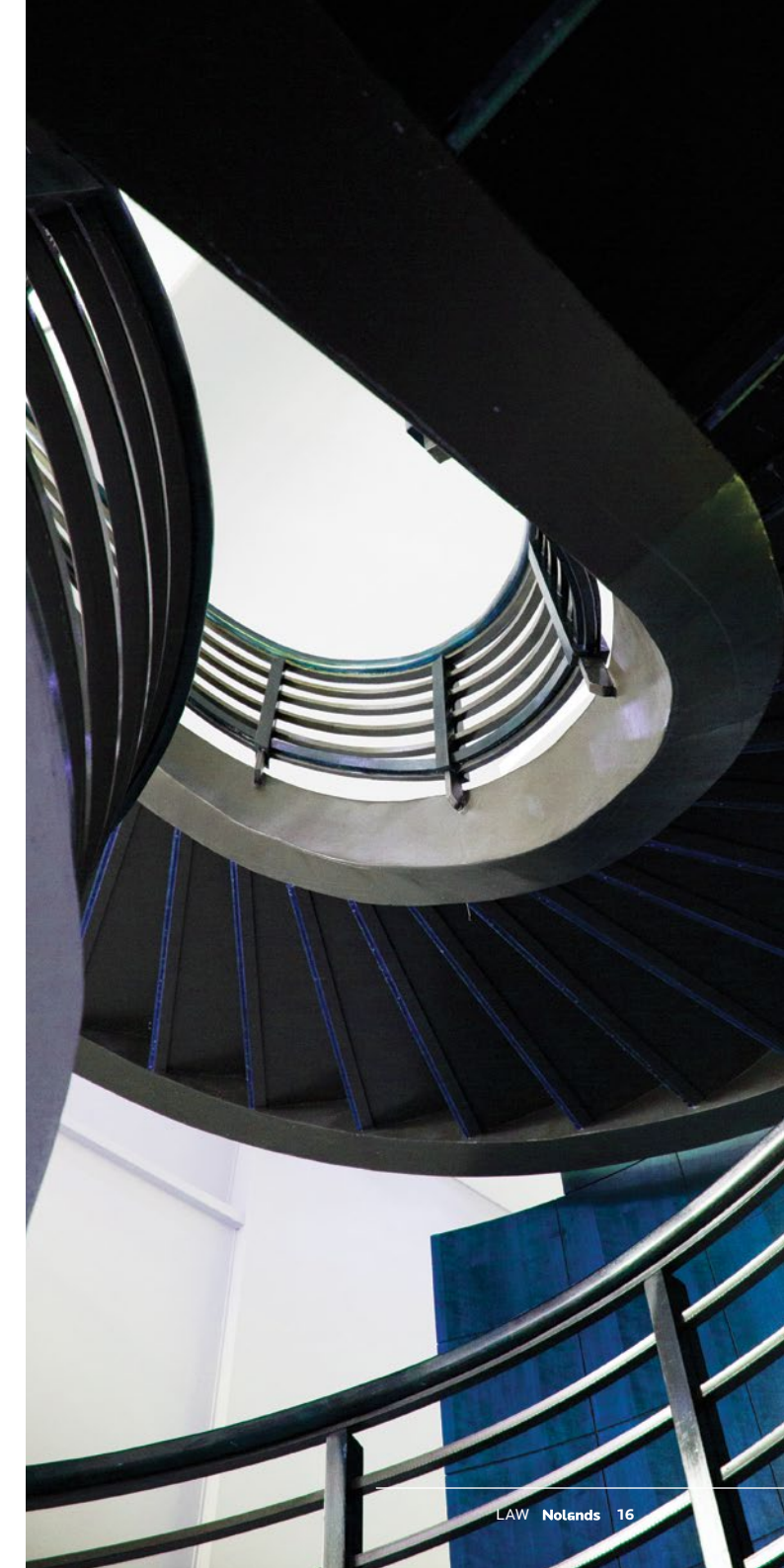
We need to have one eye on the day-to-day detail and the other on the sorts of things that could have future impacts on our clients and their businesses.

These include tax legislation issues that are industry-specific, the consequences of fraud and fraud protection, intellectual property and the protection of trademarks, employment law and environmental law.

The scope of the law is both finely detailed but, at the same time, also very wide.

We are internally connected to experts in several complementary fields that allow us access to knowledge and experience with which to substantially raise our level of all-round legal input to every client.

**THE RIGHT TIME
TO TALK TO US IS
BEFORE SOMETHING
GOES WRONG.**



At Nolands we have 2 transformation initiatives, one facing outwards and the other internal. The external efforts are channelled through the Nolands Foundation and its various projects and partners.

Internal Transformation is integral to our Culture and Values and sets out to address many of the underlying issues that continue to impede diverse teams from working at their best levels. It is our vision that we create a working environment that sets a standard for skill sharing, both technical and personal development. Our culture is about inclusion, support and skilled diversity management.

Transformation is not a single event or something that is learnt from a book, nor is it about compliance. It is a cumulative process of change, of developing new mind sets, that happens slowly, but surely.

South Africa's difficult history of exclusion and segregation has inevitably led to a lack of understanding and empathy. Real transformation requires us to think about things in a completely different way and to see the reality of our country not only through our eyes but also from the reference points of others.

PORTIA
NTLATLENG



Our Transformation process is guided by **Portia Ntlatleng**, a CA(SA) partner and director.

High on the agenda is an on-going review of where we can improve, what details we may be missing and how we best keep moving forward in creating a supportive, inclusive and respectful company culture.

Staff are regularly consulted and asked for candid feedback and to share their experiences. From this we all learn. Channels of communication must not only be open at all times, they need to be seen to be open.

A willingness to tackle difficult issues, transparency and honesty and an environment of trust will help us as a company to play our best part in this crucial aspect of building a nation that is just and equitable; a South Africa we all want.

TRANSFORMATION
DOESN'T HAPPEN
ON A **SCORECARD**,
IT HAPPENS INSIDE
PEOPLE'S HEADS.

For some five decades, Nolands has built its reputation on relationships & solutions. In 2014 we decided to register the Nolands Foundation so that we, together with our clients could make a difference in the communities where we operate. Although we've been involved in several projects in the past, our core focus moving forward will be education and personal transformation.

THE POWER OF DIFFERENCE

Through the Nolands Foundation, positive changes are being made, mental well-being is being nurtured, resilience is being instilled, and hope is being created - all to inspire brighter futures for young South Africans.

It all takes some doing, but through the individual and collective resources of Nolands, our employees and clients, some of the pressing needs of local communities are being met. Three powerful initiatives drive the Nolands Foundation's work - each as exciting as the next.

2BE PROJECT

The 2Be Project helps young people build a solid foundation on which they can build. It's run at schools, and engages learners, teachers, principals, and parents/guardians. The programme focuses on imparting values that have sustained society for thousands of years such as ethics, principles, and character development. By reaching and influencing all parties involved in a young person's life, a ripple effect of positive change is created that impacts communities one individual, and one family at a time.

Nolands FOUNDATION 100 CLUB

THE NOVA INITIATIVE

As a result of social media, broken family units, and negative influences, mental well-being is at an all-time low, and teenage suicide rates are deeply concerning. Through the NOVA initiative being launched in 2025, the Nolands Foundation is committed to addressing critical mental health challenges by assisting at-risk youth and teachers.

Research demonstrates that people connected to nature are typically happier and more likely to find life meaningful. Nature generates positive emotions such as calmness, joy and creativity; and is also associated with lower levels of depression and anxiety.

Recognising that many young people lack access to high-quality nature spaces, the Foundation's goal is to facilitate transformative experiences in nature for learners and teachers, offering a potential pathway to improved mental health and well-being.

We echo the words of Archbishop Tutu:

WE SHOULD ALL DO
OUR BIT OF GOOD
WHEREVER WE ARE,
BECAUSE IT'S THE
BITS OF GOOD PUT
TOGETHER THAT
**OVERWHELM
THE WORLD.**

PROUD 2BE SHE PROJECT

Far too often, female learners miss crucial days of school due to their inability to access sanitary products during their menstrual cycles. The Proud 2Be She initiative supports these young women by distributing reusable sanitary products and facilitating workshops that guide them through their journey into womanhood. Besides sponsoring sanitary products; the Nolands Foundation engages with the learners to impart knowledge about self-worth and empowers them to embrace their unique identity with pride.

We are proud of the fact that our leadership, staff and clients assist, and collectively add massive value. Harnessing this collective energy gives us the opportunity to maximise what we do and to make a difference in our communities.

We'd like to invite you to join us in our quest.

To find out more, please contact **Paul Jones**, CEO of the Nolands Foundation.



paulj@nolandsfoundation.co.za
www.noland.global/south-africa/foundation

CAREERS CA(SA)? WHY NOLANDS?

For more than 2 decades our message to clients has been that Nolands is “Not Your Ordinary Auditors”. In many ways, that’s exactly why it’s the right choice.

Anyone will tell you that doing articles isn’t a walk in the park.

The combination of working during the day and studying at night is relentless and demanding. But the rewards are there for the rest of your life.

At Nolands we have decades of experience in successfully helping people to progress through this most challenging journey.

We understand the work/study balance and make sure you are supported every step of the way. Mentorship and advice, from partners down, is there whenever you need it.

We also believe that people starting out with us get given the opportunity to experience as **wide a spectrum of our profession as possible.**

NO DECISION IS BIGGER THAN WHERE YOU **START** WORK IN THE REAL WORLD.



“When they say there is an open door to partners, that is what you get. There is active partner participation in your development throughout your articles”

Nolands Trainee

Our approach is that, within your training time with us, we have the range of clients to expose you to both different sectors and different types and sizes of audit. In that way, you develop both the required technical skills and a much broader idea of business as a whole.

In exit interviews, our trainees have fed back to us many of the things we set out to achieve in our training.

“When you walk out of here, you know how to do a complete audit on your own” said one.

“You go from memorising information to actually understanding what you’re doing” said another.

Many talk about the culture and environment: *“There is a sense of belonging and family that I don’t think could exist at the really big firms”*. Others have spoken about the level of responsibility that comes early on in their training.

The first company you work for will shape the rest of your career in many ways. It can be the difference in doubting your choice of career or having a growing confidence in both your decisions and your abilities. It can help you grow both professionally and personally and it’s where you start your own professional network.

Nolands is different and proud of it. It’s a special, supportive, switched on place to start your career.

All applications are done at:
www.nolands.co.za/careers



Nolands

AUDIT • ADVISORY • LAW

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