

**2024**

# **COMPANY PROFILE**



**YSM** CHARTERED  
ACCOUNTANTS

**AUDIT . TAX . ADVISORY . RISK**



At YSM Chartered Accountants, we believe in the power of the right experience. Our team is dedicated to understanding your unique needs, combining our deep expertise and industry specialization to support your success. We recognize the importance of effectively addressing business needs, whether you are a startup, SME or big conglomerate or multinational, we are here to support you by providing you with professional advice and services in Audit, Tax, Advisory or Risk.

We are dedicated to providing the advice and support you deserve. To our potential clients, we warmly welcome you to the YSM family. With our professional expertise and personalized service, we strive to add significant value to your enterprises across various industries. We are here to meet all your professional needs and to continuously enhance the value we bring to your organization.

Experience a new level of professional service with us. We look forward to working with you soon.

“

Yande Mwenye.”  
MANAGING PARTNER

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# About Us.

## VISION

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YSM Chartered Accountants is a leading wholly owned Zambian professional service firm specializing in Audit, Tax, Advisory and Risk. With a commitment to excellence and integrity, we provide a comprehensive services to businesses of all sizes, ensuring compliance with regulatory standards and maximizing financial performance. We are with you every step of the way.

## MISSION

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At YSM Chartered Accountants, our mission is to uphold the highest standards of transparency in all our services. We are committed to maintaining unwavering integrity and complete transparency, aiming to lead the accounting industry and provide trusted services to our clients and community.

- To be the largest wholly owned Zambian professional office firm.
- To be the trusted professional service providers for all your organizations needs from audit to tax to advisory and risk.

## TAGLINE

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*“Expert Advice, Informed decisions.”* We believe in providing you with expert advice that will help you make informed decisions.

Expert Advice, Informed Decisions.

# WHY THE PYRAMID?



The Pyramid is a representation of Stability, Strength and Longevity.

- The base represents a strong foundation; our firm is built on principles of integrity and excellence.
- The three faces of the pyramid represent our main services; audit, tax and advisory.
- The peak represents success as the ultimate goal, in everything that we do.

YSM Chartered Accountants was initially registered in 2012 and has a rich legacy symbolized by the Pyramid as our logo. The firm is a testament of strength and longevity as the Pyramids have been in existence for over a millennium.

# Our Services.

**AUDIT . TAX . ADVISORY . RISK**

2025-2030

[www.reallygreatsls.com](http://www.reallygreatsls.com)

Expert Advice, Informed Decisions.



# AUDIT

At YSM we recognise that no two clients are the same, and we pride ourselves on always providing an exceptional service tailored to each client's unique needs. We understand our diverse clientele and endeavour to not only cater for the unique needs but do so with utmost care and excellence.

Our audit and assurance services keep our clients' unique needs in mind, and uphold the highest level of compliance to professional standards and business insights.

Our efficient and professional approach ensures that we provide assurance to stakeholders of the credibility of financial reports and business information. Our specialists develop compliance strategies that not only respond to current issues that businesses face but also anticipate the implications of future changes.

## **Our audit services include;**

- Statutory audits
- Forensic audits
- Internal audit reviews
- Special purpose audit engagements
- Independent review of external information
- Regulatory compliance review
- Integrated and sustainability reporting
- IFRS implementation and application



# TAX

We understand the ever-changing world of tax and the implications that this may have on different types of businesses or organisations. At whatever level your business or organisation may be, we are here to offer you expert tax advice.

We provide businesses and individual clients with with an exceptional service covering a wide range of tax services from compliance to long term business strategies.

Our tax services cater to an expansive range of clients ranging from SMEs, NGOs and across all business sectors and industries.

## **Our tax services include:**

- General tax advisory
- Transfer pricing
- Value added tax
- Tax regulatory compliance
- Real estate
- Customs accredited client programme (CACP)
- Duty drawback for exporters



# ADVISORY

Our experienced advisors help businesses make the most of opportunities that arise.

## **Helping Businesses Maximize Growth Opportunities.**

Our advisors are able to navigate the risks and barriers which range from dealing with different business ethics to unfamiliar systems. With the correct advice, businesses can access improved returns from economies of scale, new target markets for existing products and services, access to commodity materials and a hedge against seasonality.

### **Our services include:**

- General Business Advisory
- Accounting & Payroll services
- Due diligence
- Valuation services
- Corporate sustainability
- Debt & equity financing
- Human capital services





# RISK

Support and advice to help you meet your governance, risk and control requirements.

## **Focused on Sustainable Results.**

Our risk consulting professionals help organizations resolve strategic issues and achieve sustainable change by helping transform their governance, embed risk into their decision-making, and maintain efficient compliance

### **Our Services include:**

- Risk assessment
- Risk mitigation

# CORE VALUES

## CARE

We care deeply about our people and clients, ensuring professional conduct and fostering a supportive environment for everyone.

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## SHARE

We share best practices and knowledge to empower better decision-making. Collaboration and transparency are at the heart of our success.

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## INVEST

We invest in our people, providing opportunities for development and growth, ensuring they are equipped to deliver exceptional service.

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## GROW

We are committed to continuous growth and we aim to see our clients thrive alongside us with our innovative solutions.

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# YANDE S. MWENYE

*Managing Partner*

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## Professional Summary

For the past couple of years, Yande has been leading a professional services firm, elevating it to a formidable player in the Zambian market. With over 22 years of professional experience spanning three continents, Yande has worked in Europe (Norway and the British Channel Islands), Australia, and Africa (Zambia). Most of her career has been spent with one of the top 9 tier audit firms.

Yande currently serves on several boards and is an Insolvency Practitioner and Commissioner for Oaths in Zambia. She has extensive expertise in corporate governance, forensic assignments, estate accounting, telecommunications, financial services, and the manufacturing industry knowledge.

## Industry Focus

- Agriculture
- Manufacturing
- NGOs
- Insurance
- Hospitality
- Real Estate
- Finance
- Mining

## Service Focus

- Internal, external and forensic audits
- Tax planning and compliance
- General business advisory
- Business rescue and liquidation
- Insolvency practitioner
- Financial services

## Affiliations

- Association of Chartered Certified Accountants (ACCA).
- Zambia Institute of Chartered Accountants (ZICA).
- Institute of Directors (IoD).

## Other Portfolios

- Board Chair - Crucible.
- President - Zambia Institute of Chartered Accountants (ZICA).
- Board Member - First National Bank (FNB).
- Board Member - American Chamber of Commerce (AMCHAM).
- Co-owner - Monyx Estates Limited



# HAPPY BWALYA

*Head of Tax*

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## Professional Summary

A professional Chartered Certified Accountant with over two decades of comprehensive experience. He has excelled in pivotal roles spanning tax management, customs services, and excise operations. His expertise extends to providing consultancy services in diverse tax matters, encompassing Transfer Pricing, VAT Refunds, Duty Drawback, and the compilation of Domestic Taxes. With an in-depth understanding of customs operations, He effectively leads teams, showcasing strong leadership and managerial skills. His proficiency also extends to stakeholder management and addressing various compliance issues.

## Industry Focus

- Privately-held businesses
- Manufacturing, wholesale and distribution
- Not-for-profit and charitable groups
- Education
- Hotel Tourism and Leisure
- Energy and Mining
- Transport and Logistics

## Service Focus

- Tax compliance
- Tax planning
- Tax consulting
- Import and export audits

## Affiliations

- Zambia Institute of Chartered Accountants (ZICA)
- Chartered Institute of Management Accountant (CIMA)



# PAUL SIAME

*Head of Advisory*

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## Professional Summary

An accomplished and skilled professional with over 20 years of diverse experience in both the public and private sectors. As a dedicated team player, he has demonstrated his commitment to working with a diverse group of stakeholders. His expertise lies in advisory services, particularly in corporate sustainability, encompassing ESG Investing, Human Rights Due Diligence, Science-Based Target setting, and Carbon Accounting. Notably, He has dynamic insights and in-depth knowledge of country operations and brings different perspectives to running and managing business operations. His proficiency extends to being a skilled research personnel, further enhancing his capabilities in navigating complex professional landscapes.

### Industry Focus

- Privately-held businesses
- Technology
- Renewable Energy
- Agriculture, Forestry & Land Use
- Waste Management
- SMEs
- Parastatals
- Mining

### Service Focus

- Corporate Investment (SDGs)
- Carbon Accounting
- Environmental Social & Governance (ESG)
- Human Rights Due Diligence (HRDD)
- Gender Gap Analysis
- Science Based Target setting

### Affiliations

- UN Global Compact – UNGC
- Science Based Targets initiative – SBTi
- Women Empowerment Principles – WEPs



# LUPANDO M. DUBE

*Head of Human Resource  
& Administration*

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## Professional Summary

A highly organized and experienced Human Resources Practitioner with over 9 years of expertise in human capital management. Her professional journey includes roles in a professional service firm, as well as the construction and agriculture sectors.

She has experience managing various clients, providing employer of record services, professional advice on employment law and compliance, payroll services, and the development of human resource manuals. She excels in staff appraisals, including development training, recognizing the crucial role of human capital in shaping an organization's long-term strategy. She is notably dedicated to improving working environments and prioritizes employee welfare in all aspects of her work.

## Industry Focus

- Privately held businesses
- Manufacturing, wholesale and distribution
- Not-for-profit and charitable groups
- Education
- Hotel Tourism and Leisure
- Energy and Mining
- Transport and Logistics
- Agriculture
- Financial services
- Local government and parastatals

## Service Focus

- Development of performance Management strategies
- Compliance on labour Laws
- Training & Staff Development
- Recruitment and preparation of contract of employment
- Onboarding and induction of new staff
- Benefits and retirement services
- Payroll processing

## Affiliations

- Zambia Institute of Human Resource Management (ZIHRM)

# CONTACT US



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