



Corporate Citizenship Report 2018

Working together, stronger together

kpmg.bm





“The opportunity to serve others is more important now than ever...By working together, we are stronger together.”

Our commitment

At KPMG in Bermuda, we have a collective interest in the communities we serve. We are committed to working collaboratively to help drive change that has a positive and lasting impact on our colleagues, clients and communities. It is this common purpose that is fundamental to who we are and what we stand for as an organisation.

We are living in a time of incredible change and with that comes, at times, disruption and uncertainty. The opportunity to serve others is more important now than ever. As a leading professional services firm that is part of a strong and global network of member firms, we recognise the role that we can play in helping others have the opportunity to be included and involved in their community. We encourage our people to learn, grow and develop to be their best, to achieve their aspirations, and succeed. By working together, we are stronger together.

Our people, our promise

With this in mind, it is no surprise that we look to our greatest asset – our people – to make a difference in the communities in which we work and live. By encouraging and supporting our people to give back, we continue to gain valuable insights and ideas that contribute to both personal and professional growth, and allow us to be better equipped to advocate at both the corporate and grassroots level for ongoing social improvement. Again this year, we had participation from everyone right across our firm, from volunteering to participating in charitable and fundraising events to sporting and team activities.

Together, we are helping build a stronger and more vibrant Bermuda. We are proud of our work, community spirit and shared commitment to good corporate citizenship. We hope that you enjoy our 2018 annual report.

Sincerely,

Neil Patterson
Chairman
KPMG in Bermuda

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A message from our Committee Chair

Corporate citizenship is about doing the right thing, always. Through our commitment, common purpose and considered decisions, we are proud to be a leading community partner. All of us at KPMG in Bermuda are committed to our communities, acting as responsible citizens and broadening our skills, experience and perspectives through our work in our communities.

Our investment in corporate citizenship is a key component of our firm's business strategy. This investment extends to our people, where everyone on our team is given the opportunity to come together, collaborate and connect with their communities to make a difference for, and with, their fellow citizens.

For our people, it provides a greater sense of purpose and meaning, and contributes to their ongoing personal and professional development. Our annual report is our way of reflecting on what corporate citizenship means to all of us. Through it, we celebrate what we have accomplished as a team over the past year and maintain accountability for our commitments.

Thank you

In closing, it has been a pleasure and a privilege to have served as KPMG's Chair of Corporate Citizenship Committee (formerly known as Corporate Social Responsibility) over the past 6 years. My colleague, Steve Woodward, will be taking on this important role and under his leadership it is in very good hands. I will continue to be involved in the firm's charitable and fundraising activities and I'm excited for what is to come in the year ahead.

A handwritten signature in black ink, appearing to read 'Stephen Caton'.

Stephen Caton

COO & Chair of the Corporate Citizenship Committee
KPMG in Bermuda

Our commitment, our focus

At KPMG, our commitment to corporate citizenship is reflected in these areas.



Youth development

Through our support of development programs for young persons, youth-focused charities and local sports initiatives, including our firm's flagship KPMG Round the Grounds Race.



Education

Through our continued relationship with Dellwood Middle School, mentoring programs like Virtual Enterprise International Competition, our Graduate Program, the annual KPMG Scholarship and Investment Challenge, summer internships, and our administrative and financial commitment to educational charities.



Health

Through our firm's sponsored Wellness Program, participation in many sporting and well-being events, and our ongoing backing of Bermuda's key health and support-related charities.



Environment

Through our local and global Green initiatives which include: reducing our environmental impact, supporting research and its outcomes through volunteer work, environmental partnerships and driving initiatives that engage and empower our people, clients and suppliers.

Additionally, we align our efforts with local initiatives and activities that benefit our communities and its members. Our corporate giving extends to grassroots charities with a focus on culture, art and humanities. We also provide professional services on a full or partial pro-bono basis – which is valued at hundreds of thousands of dollars annually – to charities and not-for-profit organisations.

“

We have such a sense of community at KPMG. Our people are passionate, and it really shines through in their work – both inside and outside of the office.

I am pleased to have the opportunity to take on the role of Committee Chair for Corporate Citizenship, and I look forward to seeing the incredible contributions our people will continue to make in 2019.”

Steve Woodward
Managing Director,
Sector Lead, KPMG Enterprise



Meet our Corporate Citizenship Committee

KPMG in Bermuda's Corporate Citizenship strategy closely aligns with global and local priorities. It is designed to make a positive impact on the community, providing personal growth and development opportunities for our people while helping define a clear market leadership position when it comes to corporate citizenship.

Simply put, being a good corporate citizen is a part of our corporate culture and what we value as a firm. We know that our team brings the skill, influence and business knowledge to make significant and enduring contributions to the societal issues that are affecting our communities and environments.

At KPMG in Bermuda, we have a dedicated committee that is charged with overseeing our corporate citizenship initiatives. Our firm's mandate is driven by the impact we're making on our community, the engagement of our people, and what we're known for in the marketplace.

Sponsor



Neil Patterson

Current Chair



Stephen Caton

Incoming Chair



Steve Woodward

Secretary



Gail Maitland

Members



Craig Bridgewater



Sharon Brimmer



Alex Brown



Celina Ferreira



Sam Mawoyo



Kelley Hartkorn
(2018, Alumna)



Rhiannon Fox



Sam Perry

“Our firm's mandate is driven by the impact we're making on our community, the engagement of our people, and what we're known for in the marketplace.”

Our mandate

- Be committed to our communities;
- Work toward improving the health, education, development, equitable access to resources and eventual employability of Bermuda youth; and
- Set an example among our peers for greater Bermuda-based social responsibility in support of local health care, elder care, the environment, and for arts and humanities initiatives.

Our giving guidelines at a glance

KPMG's giving policy is limited to registered charities in Bermuda and their local activities. We are unable to provide financial support to individuals, for overseas trips and events, or for religious organisations. We are, however, pleased to support select community outreach projects that are led by religious-based organisations.

If you would like to have your charitable activity be considered for funding or assistance as part of our Corporate Citizenship program, please submit a request letter, addressed to the Chair, Corporate Citizenship Committee, and provide details about the initiative, including requested donation amount and supporting documentation (i.e., charitable registration number, current financial statements, annual report, business plan, etc.). Requests should be made a minimum of 3 months in advance of your fundraising need, activity, or event, and they can be sent by email to info@kpmg.bm or delivered to our offices at Crown House, 4 Par-la-Ville Road, Hamilton, Bermuda HM 08.

For the latest corporate citizenship guidance, please visit: kpmg.bm





Our giving philosophy

Our philosophy for corporate citizenship is built on personal and collective commitment. Our policies and initiatives seek to add value for, and with, our community partners, and include:

Bermuda Partnerships

Forming strong relationships with not-for-profit organisations to achieve lasting community impact.

Community Volunteer Leave Policy

Encouraging and supporting our people to spend time volunteering in their communities, both during and outside of working hours.

Directorships and Stewardship

Giving generously of our senior leadership's time, advice, and experience as directors and officers of various charities and community organisations.

International and Local Disaster Relief

Providing funding, volunteers and other support during emergencies.

Pro-Bono Work Policy

Harnessing our people's skills, experience and expertise, by supporting not-for-profit organisations through pro-bono work engagements.

Workplace Giving Program

Enabling our people to donate to their favourite community organisations through payroll deductions.



Committed to our community

Being connected and committed to our community is in everyone's hearts at KPMG. It's a core value of our firm, and it is one of the things that attracts people to our talented team in Bermuda.

From sponsored events, through many community projects organised by our summer interns, to our firm-wide Make A Difference Day, our people are always looking for ways to engage and be empowered to make a meaningful difference. Our senior leadership team comprises lifelong volunteers at heart who serve on various government and community boards, including the following organisations:



Bermuda Zoological Society



Cedarbridge Academy



National Museum of Bermuda



Pembroke Rotary Club



The Berkeley Institute

Every year, more than 50 charities receive our support, primarily in the areas of youth, education, health and the environment.



The future: Youth development



Building a strong and vibrant community is being future ready. This is why, at KPMG, we are unwavering in our commitment to develop Bermudian youth and help improve their experience, quality of life, and eventual employable readiness of our future generations.

Dellwood Middle School: We have a long-standing relationship with Dellwood Middle School. This year, we donated 50 re-conditioned computers, as part of our commitment to help students unlock their potential and inspire innovative teaching. We also oversaw and funded the installation of campus-wide WiFi. Through work shadowing days, where students spent a few hours with us to find out what kinds of careers are available, students received planning and preparation advice to get career ready, and enjoyed interacting with our people who are already in those careers.

Clearwater Middle School: We once again sponsored Clearwater Middle School's annual Multicultural Extravaganza. This year's theme was Exploring Island Cultures of the World, and it was a wonderful opportunity to bring together community members to enjoy exhibitions, food, speeches and live entertainment. The event was a terrific way for students to learn more about their countries through interactive activities leading up to and at the Extravaganza. It was another resounding success – congratulations to all the students and the organising committee!



Dellwood Middle School computer donation



Dellwood Middle School workshadowing with KPMG's IT Department



Adding value: The value of education

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The VEI program provides students with an inside look at the future of work and at the same time supporting the capacity and willingness, as well as the confidence to become entrepreneur.

This hands-on approach has proven to be really beneficial to their growth as they are held accountable for the completion of various weekly tasks.”

Kimberley Louisien
Senior Manager, Finance
KPMG VEI Lead



KPMG Investment Senior School Challenge

Since 2005, we have been running the KPMG Senior School Investment Challenge as part of our firm’s commitment to education and youth development.

The Challenge has been designed to generate the students’ interest in investing for the future, develop knowledge of the capital markets, as well as raise awareness of related career opportunities. With virtual funds of BD\$100,000 to trade over six months, actual cash prizes totaling BD\$20,000 were awarded at a special Prize Giving Ceremony in May 2018 to the top three schools:



Virtual Enterprise International Competition

For the third year running, KPMG employees across the firm have served as mentors for students at The Berkeley Institute. Their Virtual Enterprise International Class (VEI) involves running a company on a virtual platform and competing with approximately 15,000 students in the United States. The Berkeley Institute is a participant of the Long Island Region, New York.

While it may be virtual, the company has all the components of an authentic corporation with students placed in departments such as Finance, Human Resources and Marketing. The students are required to submit and make pitches in order to be graded, and they also compete in different competitions such as Company Branding, Marketing Plan, Finance Plan, Business Plan, Video Commercial about the Company, Employee Manual and Salesmanship. The competition takes place on a global scale with over 140,000 students from approximately 70 countries involved. The class gathers at a tradeshow in New York City, where the



The Berkeley Institute VEIC student participants

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VEI transforms students into business professionals by bringing the workplace into the classroom.”

veinternational.org

students have the opportunity to sell their products in order to gain valuable “cash” to run their company. The goal of the VEI program is to create a generation of young people who are prepared for fulfilling, financially secure futures.

This year VEI’s company is called *Leisure in the Triangle* which is a merchandise company specialising in hand-painted jackets, lotions, perfumes, oils, colognes, bathing suits and belt bags. These products are all inspired by Bermuda’s vibrant and colourful

culture. The idea stemmed from the opportunity to bring to customers a small taste of Bermuda where we call home.

KPMG employees who work closely with the students visit with them regularly, providing coaching and mentoring on presentation skills, business planning, balancing budgets and preparing an employee manual. Our employees also assist with and attend an Open House where they help raise funds to support the students’ trip to New York.

Lift Off Program



“

It is an honour to be this year's scholarship recipient. KPMG has a great reputation in Bermuda and I am looking forward to being a part of the firm. Being a KPMG Scholarship recipient is a great opportunity that I know will aid me in both my career and personal development.”

Mikayla DeSilva-Jacome



An exciting career journey starts with KPMG's Lift Off Program. We've helped launch many careers over the years, with no two alike. The program is designed to provide skills development, the opportunity to interact with our client engagement teams and get exposure to professional network building to accelerate your career. This is possible through the many facets of the program which include: Scholarships, summer internships, co-op placement, workshadow for high school seniors and our full-time graduate program.



KPMG Summer 2018 interns

KPMG in Bermuda Scholarship

The KPMG in Bermuda Scholarships are awarded annually to high-performing Bermudian university students interested in pursuing a career with KPMG. There are two KPMG Scholarships awarded to either (i) students studying for a professional accounting designation or (ii) non-accounting students interested in any business-related field. The scholarships provide financial assistance for undergraduates and postgraduates – it’s an invitation to a future full of possibilities. Each scholarship has a value of BD\$20,000 per annum and is renewable for a total of three years, providing the recipient successfully meets the required conditions.



The 2018 KPMG in Bermuda Scholarships were awarded to Mikayla DeSilva-Jacome, a 2017 graduate of Saltus Senior School, and Kimika Jackson, a 2016 graduate of The Berkeley Institute and the Bermuda College dual enrollment. Along with the financial rewards, and an invitation to join us upon graduation, they have also been provided guaranteed internships with our firm, and an opportunity to take part in KPMG’s Global Advantage leadership development program.

In 2019, Mikayla and Kimika will travel to KPMG's office in Budapest, Hungary to attend the 3-day global leadership program. They will experience development training, historical/cultural activities, client interactions and the chance to network with over 80 other top students from 10+ countries.

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We are proud to announce the introduction of a new non-accounting scholarship award as part of our increasing investment in the future careers of young Bermudians. The 2018 KPMG Scholarships awarded to Mikayla and Kimika will provide them with financial support as they complete their university degrees, and are an excellent opportunity to launch their careers with KPMG as part of our Lift Off Program.”

Steve Woodward
Managing Director,
Chair of Graduate &
Scholarship Committee



“

I am thrilled to be the 2018 KPMG Scholar and to reap the guidance of KPMG’s Lift Off Program to achieve my goals. Their great care and investment in non-accountancy fields demonstrates their incredible investment in young Bermudians, understanding the significance that other areas of expertise will add to their firm. I am confident that this award will nurture my growth of becoming a prolific leader within the industry.”

Kimika Jackson



Graduate Program

Our firm makes a significant investment in our Staff Accountants, providing training, educational and financial assistance, in addition to salary and other benefits. In return, we ask for dedication and hard work, especially when it comes to gaining their qualifications and developing and growing as a professional accountant. The training involves a commitment of a least 30 months of work experience and study following completion of university education.

We provide graduates with an interesting, rewarding and varied work experience. They also receive individual support and mentoring with their work experience being tailored to their knowledge, previous work, academic qualifications and specific course of study.

“

The road to success is not always easy to navigate but with determination, hard work and perseverance, it's how you transform your dream into reality. With this as my watchword, it's what is guiding me throughout the firm's Graduate Program – it's been so rewarding to get personalised work experience that is combined with mentoring and training.”

Chantel Ingemann
Staff Accountant



KPMG staff accountants

Student Internship Program

At KPMG in Bermuda, we host biannual K-nect student events, as well as a Parent & Teacher K-nect information session. At these special events, students, parents and teachers alike can learn how we can help shape the students' interest in business and financial services into an exciting and rewarding career. We also share information at these events about our KPMG Scholarship and summer internship opportunities.

Our 2018 summer interns worked alongside five local, non-profit organisations, and here are some examples of what our 12 students got up to this summer.



The Bermuda National Trust: Membership campaign re-engagement and recruitment, data management, scanning/ filing documents in support of paperless development office.



Women's Resource Centre: Extracted and analysed statistical data from the 2016 Census of Population and Housing Report and other relevant reports to provide recommendations for Bermuda's census, which would be helpful in identifying the quality of life for women in Bermuda.



Family Centre: Determined which agencies and groups would participate in a survey to capture locals who have had 'adverse childhood experiences,' and documented this information.



The Bermuda Sloop Foundation: Compiled film footage to capture and create excitement for the academic and experiential learning that youth receive on their voyages, aboard a ship that acts as their community and a classroom.



The Mirrors Programme: Created an inventory system which maintains inventory and reorder points for residential/camp supplies, sale items, office supplies, books, and created a client management database to capture volunteerism, participant matching information, attendance levels, service roles and years, and basic demographic information and awards.

These projects gave the students unique experiences, where they could put their initiative and creativity to work, with the support of a mentor system. During the summer, they also had an opportunity to sharpen their presentation skills as they delivered their findings and recommendations to KPMG's management and employees, as well as the senior executives from the charities. Additionally, on July 13, 2018, our summer interns participated in the Centre of Philanthropy Community Day, assisting the Bermuda Gymnastics Association by refurbishing their facilities and drawing five gymnastics silhouettes to decorate a wall.



Educational outreach

More giving, more impact

Association of Bermuda International Companies (A.B.I.C.):

Supported the association and their commitment to offering scholarships, through their Education Awards Program, to qualified Bermudians with financial need and supporting studies associated with international business.

Bermuda Teen Outstanding Award:

We sponsored the KPMG Special Recognition Award, which celebrates outstanding academic achievement and leadership.

Chain Reaction Movement: Sponsorship of pro-kindness program for Bermuda's public and private schools, which aims to reduce bullying and acts of violence, and replace them with acts of kindness and compassion.

Delta Sigma Theta Reading Festival: We supported the 19th Annual Children's Reading Festival. It was a day of discovery, creativity and excitement for all ages – it attracted 650 children who collected a free book, listened to storytelling, played literacy games, and enjoyed entertainment and many family-fun activities.

Parents received important literary related literature, as well as advice on how to foster a love of active reading in their homes.

Pembroke Hamilton Club Foundation: Contributed to the annual campaign that encourages young men and women in their pursuit of higher education, and assists with their high school, college and university studies.

Planet Math: Having a passion for numbers is not surprising, we are KPMG after all. That is why we were delighted to have the opportunity to support Plant Math with a donation to their Back to School Bootcamp.

The Berkeley Institute M.I.L.E Program: Provided support to this important program, which was designed to engage young men to grow into socio-behaviourally healthy and self-aware individuals who 'pass it forward' to others in our global village.

The Reading Clinic: KPMG was pleased to support their efforts for the children of Bermuda, ensuring that diversity of learning styles and abilities are given a supportive learning environment for reading and math.



One Young World Summit

One Young World is a UK-based charity that gathers together the brightest young leaders, empowering them to make lasting connections in order to create positive change from around the world. At the annual summit, 1,800 delegates from global and national companies, NGOs, universities and other forward-thinking organisations were joined by world leaders acting as One Young World Counsellors.

Our very own Chelsy Furtado was selected and supported by KPMG in Bermuda to attend The Hague Summit in 2018, and she returned to the island with even more energy and enthusiasm about how to create change from within our firm.

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Over four days in the city of peace and justice, The Hague, I was excited to learn from some of the most exceptional young leaders and change makers of this decade. One Young World made me dream. It inspired me, but most of all it made me empowered to cause a ripple effect of change. Because if not me, than who? And if not now, then when? ”

Chelsy Furtado
Staff Accountant, KPMG Enterprise



Working together: Giving back to the community

KPMG Front Street Youth Trials/Mile

For over a decade, we have been working closely with the Bermuda National Athletics Association and the organisers of the Bermuda Marathon Weekend to deliver the selection trials and the finals of the KPMG in Bermuda Invitations Mile. This initiative attracts students, ages 8 to 18, who compete for the opportunity to participate in the international event. The participants have the unique opportunity to meet and train with elite runners from all around the world, and we wish the organiser's continued success with this event that is a highlight every January. We'll be cheering everyone on!

KPMG Round the Grounds Race

In partnership with the Mid-Atlantic Athletics Club, we celebrated the 20th Anniversary of KPMG Round the Grounds Running Race at the Botanical Gardens in Paget. The event took place on March 10, 2018, and attracted over 500 participants, ranging in ages from 4-18 and of all abilities.

It was great to see everyone running around and having fun in such a treasured spot on the island. This is an event we look forward to every year. Mark your calenders for March 10, 2019!



Round the Grounds Race

Charity Walks/Runs

As part of the initiatives led by our Wellness Committee, our employees get involved in many of Bermuda's sponsored walks and runs to raise funds for local charities. The events are a great way to stay active, connect with colleagues and community members, and enjoy the natural beauty of the island. In 2018, KPMG in Bermuda supported our team members in the following activities:

- BAC Jingle Bell 5K (benefitting the Bermuda Red Cross)
- Bacardi 8K Road Race & Walk
- BAMZ Zoom Around the Sound 7.5 mile Run/Walk/Cycle (benefitting the Bermuda Zoological Society)
- Bermuda Marathon Weekend – the KPMG Front Street Mile, Bermuda 10K Run & Walk, Bermuda Marathon & Half Marathon
- Bermuda Triple Challenge – The Argus Urban Foot Race, The Sun Life Island Challenge & the Chubb Royal Challenge
- BF&M Breast Cancer Awareness Walk (benefitting Bermuda Cancer and Health Centre Equal Access Fund and Prevention and Early Detection Programmes)
- Butterfield & Vallis 5K (benefitting Bermuda Heart Foundation)
- Catlin End-to-End and Middle-to-End (benefitting the Bermuda Diabetes Association, the Bermuda School of Music, the Bermuda Sloop Foundation and PALS for 2018)
- Eye Institute Classic 5K (benefitting Bermuda Age Concern)
- Fidelity 5K
- Goslings to Fairmont Southampton Race (benefitting The Continental Society of Bermuda)
- ITU World Triathlon Bermuda
- Lindo's-to-Lindo's 5 mile Walk/Run (benefitting Bermuda Diabetes Association)
- May 24th Bermuda Day Half Marathon Derby
- Partner Re 5K (benefitting the Family Centre)
- Round the Sound Swim (benefitting the Bermuda Zoological Society)
- Tokio Millennium Re Triathlon
- Utilities 5K Road Race (benefitting the Bermuda athletics team which travels to the Island Games)
- Validus Running of the Bulls 5K (benefitting the Friends of Hope Academy Charity)
- AXA/XL Catlin Man on the Run 5K (benefitting Bermuda Cancer and Health Centre Radiation Therapy and other local Men's Health initiatives)
- AXA/XL Catlin Triathlon
- You Go Girl Relay (benefitting The Women's Resource Centre)
- Zurich 5k Run & Walk (benefitting the AAD – Action on Alzheimer's and Dementia)





Live well, be well

Our firm's Wellness Committee sponsored a number of additional activities to keep our people healthy and happy throughout the year, including offering in-office chair massages and providing healthy snacks to keep everyone's energy up during busy season. They also hosted Lunch & Learn sessions where team members heard about stress management, and also watched a documentary on safe driving in Bermuda, *A Piece of the Rock*. The creators of the documentary, creative producer Manish Thareja and former Chairman of Bermuda road safety, Doctor Joseph Froncioni, attended the event and participated in a Q&A with the team after the showing.

Charity Days

Getting to dress casually is always fun and fashionable, and what makes it even better is fundraising and giving back at the same time. Throughout the year, KPMG employees participated in Charity Days and raised \$7,080 for a number of local charities.

- Bermuda Diabetes Association
- Bermuda Cancer and Health Centre
- Bermuda Heart Foundation
- Bermuda Red Cross
- Open Airways
- P.A.L.S.
- Toys for Tots
- Women's Resource Centre



Toys for Tots



Relay for Life – Team KPMG



The mission of Relay for Life of Bermuda is to raise awareness and funds to enable access to cancer prevention, early detection, treatment and support provided by Bermuda Cancer and Health Centre. The 24-hour walk/run-a-thon was held May 18-19, 2018, at the North Field, National Sports Centre, and we are always up for relaying and supporting this global initiative right here on the island.

Leading up to and in anticipation of the event, Team KPMG in Bermuda hosted a number of fundraising initiatives at our offices to quickly exceed our donation

goal of \$10,000. With over 50 volunteers, along with colleagues who donated their time, money and showed their support at the event, this was a firm-wide effort.

The FUNdraising activities included bake sales, raffles, Walk the Plank, and a beach volleyball day. With the enthusiasm and generosity of our employees, we surpassed our fundraising goal and raised \$23,971 for the Bermuda Cancer and Health Centre, breaking our prior year’s donation record of \$11,912. A good time was had by all, and all for a truly good cause!

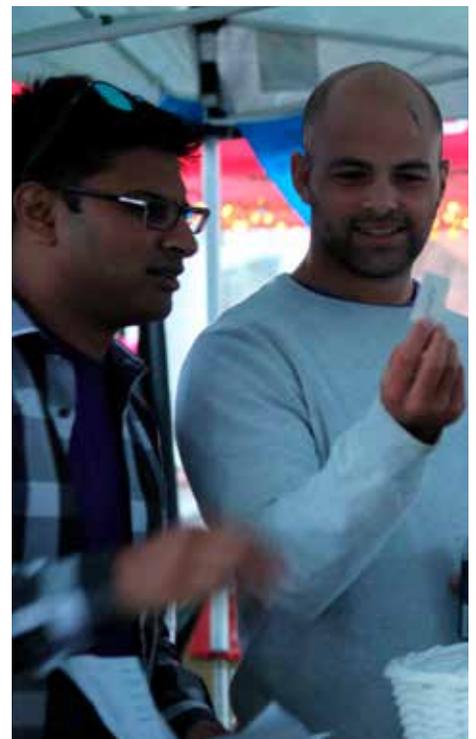


\$11,912
2017 result

\$10,000
2018 goal

\$23,971
2018 result





Sponsored Team Sports

Through our Wellness Committee, KPMG has dedicated their support in helping ensure the overall health and wellness of our employees by sponsoring a number of teams and activities in summer and winter leagues.

- Beach Soccer in Aid of Big Brothers/Big Sisters
- Beat The Couch
- Bermuda Junior Cycling Team
- Bermuda Lawn Tennis Association
- Bermuda Rugby Football Union
- Bermuda Under 40's Football Tournament
- Corporate Charity Football Tournament
- Kappa Classic Football Tournament
- Triple Challenge
- Volleyball and softball
- Xtreme Sports Games

“

KPMG's various sponsorships of team sports and competitions are a great way to combine fitness, team-building and fun. We often have multiple KPMG teams competing against each other. Sometimes we win and sometimes we don't, but everyone always enjoys themselves and it's a great stress release. ”

Ashley Godek
Senior Manager, Tax and
Chair, Wellness Committee



Bermuda Junior Cycling Team



Passionate: The environment

Sustainability is an essential part of KPMG's business strategy. Our responsibility to communities and the marketplace is what drives us to implement and support sustainable principles and practices, which reflects the values of our professionals and adds value for our clients.



Make A Difference Day - Trunk Island

Our Green Committee

Our work is grounded in purpose and practicality. We use our professional skills, resources and capacity to help solve significant issues for society as we look to create lasting environmental change. We do this through KPMG in Bermuda's Green Committee initiatives.

It's through the Committee that we provide ongoing awareness to our colleagues and keep the environment top of mind. Our Committee and employees took part in the following activities:

Keep Bermuda Beautiful: participated in clean-up events around the island – Blue Hole Park, Elbow Beach, Shelly Bay, Parsons Road and Kindley Field.

Earth Month: celebrated Mother Earth with environmentally friendly activities, including Parsons Road clean up, green giveaways of personal care items, special screening of *Before the Flood*, and sponsorship of the Earth Day Run.

Green Team Waste Audits: conducted waste audits twice a year to monitor and promote recycling, track electricity consumption and printing/paper usage.



With the environment in mind, we are pleased to say that we have been successful in reducing our firm's overall electricity usage. The stats show that we're trending lower and lower in consumption. We're confident that with our focus and soon to be newly renovated and environmentally friendly office, we can keep up all the good work in the years ahead.





Make A Difference Day - The Bermuda National Trust



Stronger together: Make A Difference Day

Our annual Make A Difference Day is a hands-on volunteering day where our employees give generously of their time to make a difference in our local community. Our people get first-hand experience volunteering and gain a better appreciation of the importance of contributing to their community. They are also encouraged to continue the relationships with the charitable and service organisations we support. With hundreds of person-hours donated in a single day, we make a significant impact in a very short period of time.

This year, KPMG supported the Bermuda National Trust's historic property, Verdmont, and the Bermuda Zoological Society's "Living Classroom" on Trunk Island. At Verdmont, two teams focused on culling invasive plants, clearing debris and beautifying the landscape. Inside the historic property, a third team cleaned, polished and refreshed the museum.

A further two landscaping teams cleared vegetation at Trunk and Crow Islands in Harrington Sound. In addition, our employees completed general cleaning of the education building, and a dedicated group prepared and installed pre-fabricated igloos for longtail nesting.



Trunk Island

Inclusion & Diversity: Celebrating our differences

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By focusing our attention on three core I&D areas, we are helping develop the future leaders of our firm and for our communities. We are extremely grateful and appreciative of the support from our Managing Directors, who are a constant source of inspiration and encouragement.”

Angell Kasparian
Director, Markets
and Chair, Inclusion
& Diversity Committee



Differences are meant to be acknowledged and celebrated. It's what allows people to thrive in an inclusive and diverse working environment. Creativity and self-expression is vital to our firm's and our people's collective success. By fostering a welcoming environment, we harness it to help our people grow, develop and reach their full potential. It's also how we deliver exceptional service, enhance our capabilities and improve outcomes for our clients, community and networks.

Inclusion & Diversity Committee (formerly known as K-Women Committee)

The Bermuda chapter of KPMG Global's Network of Women (KNOW) was officially launched in 2015. Our mission is to forge and sustain an inclusive environment, where barriers to progression, whether perceived or real, are removed and the promotion and development of all individuals are enhanced. The Committee's focus areas are:

1. Mentorship & sponsorship;
2. Networking; and
3. Education.



“

At KPMG, we see the world through many different perspectives and with a truly collaborative spirit. We empower our people to be themselves and respect others – it is core to our values and what we believe in.

We're focused on creating a culture where everyone on our team can bring their whole selves to work and achieve their full potential. Fostering a diverse and inclusive workplace is how we make an impact for our people, our clients and our communities.

”

Mike Morrison
Chief Executive Officer



Spotlight on philanthropy

During November, moustaches can be found growing on the men of KPMG as part of Movember Bermuda.

Our firm's MoBros demonstrated their creativity and various abilities when it comes to growing facial hair, and contributed to changing the face of men's health. The "Mo"tivated team held a number of fundraising activities during the month to show off their moustache masterpieces, which included a bake sale, bowling and poker nights, as well as a sponsored swim and a Crown & Anchor table at the firm's Annual Staff Golf Day. Our MoSistas got in on the action too, helping raise funds for this important cause. The team also held a Lunch & Learn session with the Bermuda Cancer and Health Centre, as a way to learn even more about men's health.

A big thank you to all our MoBros who got a little hairy for a great cause and their MoSistas, who came together and successfully raised \$7,500 for the Bermuda Cancer and Health Centre – making KPMG the corporate winner for two years running.

MEN'S HEALTH MONTH IN BERMUDA

MOVEMBER BERMUDA

GROW A MOUSTACHE FOR 30 DAYS!

- START FRESHLY SHAVED
- GROW AND ITCH
- RAISE AWARENESS
- RAISE FUNDS
- HAVE FUN!

REGISTER & DONATE:
WWW.MOVEMBER.BM

AXA MAN ON THE RUN



MOVE FOR FUN - WALK OR RUN!

- MAN ONLY RUN
- 5KM DISTANCE
- REDUCE CANCER RISK

Will Green - KPMG Team Movember

Movember - Team KPMG





Committed to our people

Investing in our people is investing in our communities. As we reflect on 2018, we have been able to make a difference by having extraordinary people who thrive both inside and outside work, and through the projects in our Corporate Citizenship program.

Craig Bridgewater

Managing Director,
Sector Lead, Asset Management & Banking
Chair, People, Performance & Culture Committee
and Member, Corporate Citizenship Committee

As we continue to build for the future, our people can look forward to a newly renovated, open plan office in 2019. Everyone's workspaces are being designed for the future of work, from technology to collaboration and community break areas, and it will really enhance the way our people connect, collaborate and ultimately deliver for our clients and each other.

Employee Wellness Program

Our Employee Wellness Program is designed to support and enhance the overall health and well-being of our people. This includes a variety of activities like in-house health and wellness Lunch & Learn sessions, firm-sponsored entry fees for sporting activities, and specially negotiated corporate rates for local health/fitness club memberships. Our program also extends to our people feeling safe in their working environment during the day, and by having a security presence during after regular business hours to accompany employees to their vehicles should they wish to use this service.

Employee Assistance Program

In addition to our firm's health insurance program, our employees have access to complimentary and confidential personal counselling services. The Employee Assistance Program (EAP) is available to KPMG employees and their families, and is provided by a local and independent counselling organisation. The EAP is financed fully by the firm, and it offers a wide range of services to assist with personal or work-related issues that may impact their job performance, health or emotional well-being.

Annual Staff Golf Day

Our golf day is open to all employees, whether you're a scratch golfer or not. In the spirit of fun and a little friendly competition, KPMG golfers are randomly placed into foursomes for the day. Connecting with colleagues outside of the office is a great way to get to know one another and foster new friendships. Our annual golf event is something that everyone looks forward to each year, and the costumes keep getting better and better!

Annual Children's and Staff Christmas Parties

The holidays are a wonderful time of year, and we like to share in the joy with children and children at heart. KPMG employees are invited to take part our annual Children's Christmas party, and it was another magical event complete with crafts, games, presents and a special visit from Santa who came all the way from the North Pole to visit Bermuda. Our festive parties are one of the highlights of the year, and are always great way to give back during a time for family, friends and community spirit.

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Creating extraordinary people experiences



Dedicated work weeks for training



Dress for your day



Enhanced parental leave policy



Flexible working arrangements



Rest and relaxation policy



Sabbatical opportunities

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