



2020 KPMG China inclusion & diversity report

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Message from the chairman

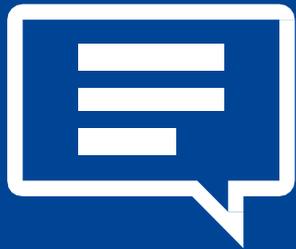
At KPMG, inclusion and diversity (I&D) is both a business and moral imperative that helps us build trust with our people, our clients and the communities in which we live and operate. We focus on creating an inclusive and diverse workplace that recognises and appreciates every individual's unique experiences and capabilities, which in turn encourages innovation and ethical behaviour at our firm.

Striving for inclusion and diversity means providing support and opportunity for all people regardless of age, race, gender, ethnicity and other distinguishing characteristics. At KPMG China, we have reinforced our long-standing commitment to foster an inclusive and diverse culture by adopting a strategic approach, including establishing our I&D Council, setting out our vision and mission for inclusion and diversity, as well as advocating on four focus areas – Gender, Generations, Skills and Embracing Differences.

We are therefore pleased to present KPMG China's first report on inclusion and diversity, *the 2020 KPMG China inclusion & diversity report*. While showcasing our commitment to enhancing I&D awareness at our firm, the report also reinforces our responsibility to contribute to the well-being of the communities that we serve. I encourage you to share this report's messages with your colleagues, business contacts and our communities.

Our [KPMG Values](#) also help strengthen our culture and relevance to the broader society. One of our values – Together – highlights that we respect each other and draw strength from our differences. By bringing together our people and resources, we can all contribute to our culture of inclusion and diversity across China. I look forward to seeing all our stakeholders participating to help create a truly inclusive and diverse culture.

Honson To
Chairman
KPMG China





Message from the I&D Council chairperson

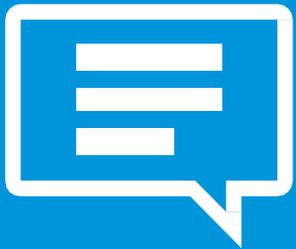
To continue promoting a culture of inclusion and diversity as a key initiative for our firm's values, we have established our national and regional I&D Councils. As the Head of People, Performance & Culture and chairperson of KPMG China's national Inclusion & Diversity Council, it is my great honour to be able to lead our firm's I&D efforts, together with our dedicated council members.

We focus our I&D efforts on the workplace as well as the community. To create a more inclusive workplace for our diverse people and to demonstrate to our clients and the public that our differences contribute to a thriving business, community and society, we have organised nationwide initiatives to commemorate Inclusion and Diversity Awareness Week and International Women's Day. As part of our aspiration to make a difference in our communities, we use our knowledge, expertise and skills to support and organise a wide array of other I&D community programmes. Our aim is to empower our diverse communities to integrate into society and build an inclusive future together.

I remain committed to advancing our work on inclusion and diversity to cultivate and reinforce trust with our stakeholders, and accelerate our I&D journey. Together with the firm's council members and colleagues, we are committed to playing an even greater role in shaping an inclusive future that can lead to true diversity.

Linda Lin

Chairperson, National Inclusion & Diversity Council
Head of People, Performance and Culture
KPMG China



Our strategy

WHAT INCLUSION AND DIVERSITY MEANS TO US



Inclusion

Inclusion is about all of us; creating a culture that strives for equity and embraces, respects and values differences for all of our people.

Inclusion demands we see beyond our differences to create a culture which unlocks the power of diversity.



Diversity

Diversity is about each of us, about the variety of unique experiences, qualities and characteristics we all possess.

OUR STRATEGY

At KPMG, inclusion and diversity (I&D) is vital for building trust, and compels us to stand up for what is right. It is important to define what inclusion and diversity means to us. We have therefore outlined our definition of I&D globally and are developing a global strategy to guide our journey.

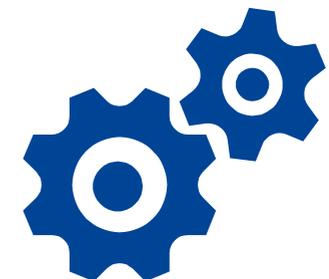


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To build trust and growth, we need to create an environment where our people can thrive and bring their unique backgrounds, perspectives and ideas to the work we do with our clients, communities and each other. This starts with living our values and ensuring our people are supported to bring their whole selves to work each and every day. Building a truly inclusive and diverse global organisation is a business imperative. We know it will take time, but it's a journey we are committed to taking Together, For Better.

Nhlamu Dlomu
Global Head of People, KPMG International

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VISION, MISSION & FOCUS

KPMG China has set out its I&D strategy, including defining its I&D vision, mission and focus, and creating the first-ever I&D vision action plan.



I&D FOCUS



Gender



Generations



Skills



Embracing
Differences

Our aims

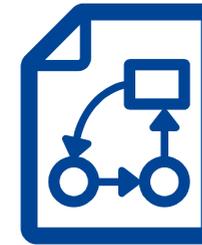
Elevate and empower everyone by actively listening to their career concerns and needs, and facilitate the development of an inclusive policy and culture that supports all employees

Bridge generation gaps by understanding the perspectives of all age groups and providing varied communication platforms

Attract diverse talent, value and appreciate people's abilities, and optimise these within the firm

Promote inclusiveness and understanding of groups with different backgrounds and perspectives (e.g. ethnicity, LGBT+, disability)





I&D GOVERNANCE STRUCTURE



I&D Council

To ensure that I&D-related strategy and policies are in place, we have established the National Inclusion and Diversity Council, together with the four Regional Inclusion and Diversity Councils throughout KPMG China. The National Inclusion and Diversity Council, led by our Head of People, Performance and Culture steers the overall strategic direction for I&D, as well as oversees firm-wide I&D-related policies. Under the leadership of the National Council, the four Regional Inclusion and Diversity councils identify the focus and issues in each region, and implement various initiatives.



I&D policy

In order to achieve our vision and mission related to I&D, we formulated a comprehensive Inclusion and Diversity Policy as a fundamental element of KPMG China. The policy denotes the general principles of our firm to create an inclusive culture in the workplace, with no tolerance of any kind for discrimination against any persons. The policy also outlines our firm's equal opportunity principles in our Human Resources policies, such as recruitment and remuneration.

I&D key
initiatives -
Gender



I&D key initiatives - Gender

Gender equality and gender inclusiveness have always been an integral part of the firm. We are committed to raising awareness on gender stereotypes and creating a gender-equal workplace environment that supports and empowers colleagues to achieve success in both their career and personal lives.



International Women's Day

Gender balance is one of KPMG China's key areas of focus for inclusion and diversity.

KPMG member firms around the world join in the annual celebrations of International Women's Day on 8 March. A series of nationwide activities are arranged to celebrate women's uniqueness and their contributions.

In 2020, for example, we commemorated the theme #EachforEqual. Different offices across China hosted our flagship programme, SHE Inspiring Talk Series, which included leaders from different industries being invited to share their personal and career stories regarding gender issues with our colleagues, alumni and clients. In addition, we organised a photo challenge campaign, where colleagues were invited to take a photo holding their arms in the official International Women's Day pose, and make a pledge supporting a gender-equal world.



Mentorship programmes for female colleagues

To further empower our female colleagues to succeed in both their career and personal commitments, mentorship programmes have been introduced for employees in different lines of service. With strong support from senior management, mentees are able to learn from experienced partners and leaders to build confidence and leadership skills as they grow and pursue their career ambitions. In addition, to further promote self-awareness, confidence and leadership success, mentees join coaching sessions facilitated by external trainers.



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The mentorship programme has given me an opportunity to learn more about my mentee at an interpersonal level, as well as the perspectives of our younger colleagues. I appreciate my mentee's commitment to making this mentorship useful, and her efforts to check in and catch up despite work commitments and the pandemic. I think this is important for anyone who is looking to build a good mentoring relationship. Being a mentor also helped me reflect on my own leadership approach and learn to be a better role model.

Irene Chu
Partner & mentor, KPMG China

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I am very grateful to have matched with Irene through the mentorship programme. Getting the chance to interact with her on a personal level has been very inspiring, and I am touched by her passion in life and work. It is with her encouragement that I am now exploring different opportunities for continuous growth and development. I also thoroughly enjoyed the coaching sessions with the external trainer, as I was able to identify areas to improve my work approach. The lessons learnt in this programme have definitely helped me become more confident.

Eva Cheng
Senior manager & mentee, KPMG China

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Gender equality network

KPMG China recognises the importance of sharing experiences to empower leaders in business, and is therefore proud to work with various external associations to achieve gender equality and gender inclusiveness:

- As a long-standing partner of The Women's Foundation, we joined the Male Allies Programme to engage more male colleagues in the gender equality dialogue.
- We are a sponsor of The Women's Foundation 30% Club to raise awareness about gender diversity and support initiatives to build a pipeline of women in executive roles.
- We partner with Women Corporate Directors and 100 Women in Finance to leverage our collective influence in advancing gender inclusiveness within the firm and across the Hong Kong business community.



Sharing common values with clients

Connecting and engaging with our clients to achieve inclusion and diversity is paramount.

The Eastern and Western regional offices carried out a series of programmes with our clients in the Life Sciences sector to share experiences and insights on inclusion and diversity. It serves as a

platform for our clients and colleagues to exchange views on gender equality and shed light on new trends or directions.



I&D key initiatives - Generations



I&D key initiatives – Generations

As new generations enter the workforce, it is pivotal for the firm – which includes colleagues from various age groups – to collaborate effectively through better communication. It is essential to provide robust platforms to facilitate mutual understanding between colleagues from different generations.

Pro bono consulting initiative

One of our corporate social responsibility focus areas is promoting inclusive development, which includes helping to grow local social enterprises, while assisting them with tackling social issues efficiently and sustainably. The programme also enables colleagues from different backgrounds to build stronger bonds, as they share the same goal – developing a more sustainable future for society.

In 2018, a team of young colleagues started the *Pro bono consulting initiative* (PCI), which engages people from different generations and levels of seniority to work towards a common goal of advancing social enterprises' competencies and long-term success. One notable project involved the social enterprise Boaz International Education Institute, a Hong Kong social enterprise that helps special needs students. The team members used their skills, passion and personal time to perform a full strategy engagement. The client was impressed and extremely grateful to KPMG for identifying their key business issues and providing concrete strategies (e.g. financial models, onboarding HR policies, etc.).

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The PCI is a great opportunity for young, skilled and passionate consultants to get together in a diverse team and deliver real engagements for a good cause, with the support of brilliant SMEs and experienced leadership.

Alessandro Calo
Senior Consultant,
KPMG China

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I am so proud to be part of the PCI to help local social enterprises grow. Our team of volunteers across different levels of seniority are all very talented and passionate about social issues. Their insights and advice have helped our social enterprise partners rethink their business models and hopefully take them to the next stage of development. The social enterprises have benefited immensely from our team's professional advice, time, contributions and networks, for which they are extremely grateful.

Rosalie Liu
Partner, KPMG China

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Leadership camp

Our leadership camp saw people from different age groups and offices across the firm coming together in Lijiang. We engaged in group activities to co-create people solutions, leveraging our collective strengths regardless of hierarchy or technical expertise. While working towards common goals, participants also shared feedback with one another – raising self-awareness and encouraging open, honest dialogue.

Multi-generational dialogues

To promote interactive and in-depth discussion between different generations, a variety of activities are being organised:

tune-in

This initiative creates a platform for senior management and employees from different generations and departments to have lively discussions. Colleagues get to ask senior management questions on various topics such as how to handle setbacks in their work or how to communicate with colleagues across generations. This open and informal style provides an opportunity for employees to learn from senior members how to strengthen their core values and appreciate the abilities of people from all walks of life.

Chit Chat Lunch Series

This series provides a platform for different generations to share their experiences and exchange ideas on a wide array of subjects. The in-depth discussions on topics such as passions, dreams and purpose bring our colleagues together and help bridge the generation gap. These sessions, led by an external facilitator, are all conducted in an interactive and relaxing atmosphere, away from the usual office setting.





Next Generation Council

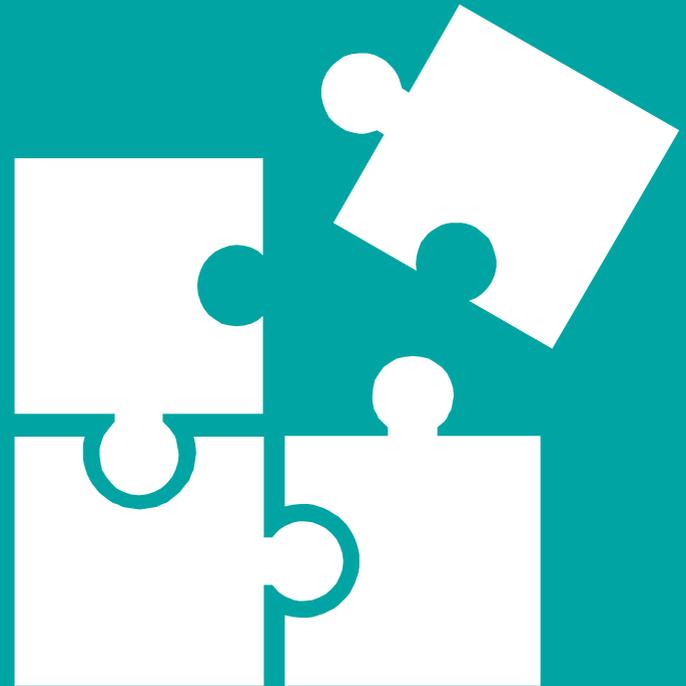
KPMG strives to acknowledge and value our young colleagues' voices and roles in the firm's key initiatives and strategic issues. The New Generation Council (NGC) was established in 2019 to act as a platform to solicit their opinions and views. To ensure diverse insights are being incorporated, the NGC comprises members from different countries, functions, grades and genders. Regular council meetings are held to discuss ways to bring real, positive change to the firm, such as the future of work, social impact and global mobility. In addition, possible solutions are put forward to the firm for further consideration and implementation.



Interest groups

A variety of interest groups have been set up across our China offices, ranging from arts, parenting and various sports, to innovative options such as E-sports, to help our colleagues strike a balance between their professional and personal lives. These groups consist of active members across different age groups, and bring people together to enjoy activities and forge friendships outside the office.

I&D key initiatives - Skills



I&D key initiatives - Skills

To truly recognise and appreciate every individual's competency and talents, we place emphasis on attracting people with diverse skills, and endeavour to optimise these within the firm. An inclusive work environment where our people are valued and respected is key to the firm's success.



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We've continued to attract talent with different backgrounds every year, support their career development throughout their journey with the firm, and create an inclusive culture that respects all voices and beliefs. We're highly encouraged that our workforce will become even more diversified and that our firm will continue to be a 'great place to work' for all our staff.

Charlie Li
Head of HR, KPMG China

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As someone without experience in technical projects, I really appreciated being approached by a partner for an opportunity to work on a project to develop a chatbot. The on-the-job training on this AI technology helped expand my professional competency – prior to this project I only focused on IT risk consulting projects. Another valuable aspect was working with a newly formed, diverse team, along with senior management from different functions and leaders from the local markets programme. Everyone was very supportive and inspired me to work harder.

Jonathan Chan

Senior consultant, KPMG China

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Building a diverse workforce

To achieve a diverse workforce, we aim to boost diversity recruitment channels, and clearly communicate our inclusive selection criteria and transparent hiring process. In addition, our newly launched game-based behavioural assessment helps us identify the most suitable graduate talents regardless of their background. It is also important to enhance the diversity of the interviewers involved in the hiring process to ensure objectivity.

Opportunities are opened across teams and are not limited to geographical location. At KPMG China, our clients are global, so we must ensure that the most suitable people are deployed to the right location at the right time. Mobility allows employees to develop broader skills and experiences to become better leaders. Being a leader in today's world and having an international outlook is increasingly important.

We value people with different skill sets, ways of thinking and personalities, to drive their own ambitions and come up with innovative ideas that help fulfil our clients' needs and address the world's increasingly complex issues.



Enabling our people to work in a diverse team

True diversity is not only about gender, age, ethnicity, religion or sexual orientation – it also includes embracing different ways of thinking which lie behind people’s attitudes, perceptions and learning. It is important for our employees to acknowledge these differences and learn from each other’s thinking processes to build a truly inclusive team that can cope with increasingly complex problems.

Unconscious bias training

Managing unconscious bias training sessions, including classroom training and e-learning, were introduced for our people to better understand some ingrained stereotypes and biases. They also focused on how these affect us in the workplace and our daily lives, as well as how to manage them.

Design Thinking workshop

Design thinking is one of the key skills needed to build the right mindset and capabilities to be future-fit, enabling us to draw strength from our differences. By learning a systematic and human-centric approach in our design thinking workshops, our colleagues can harness their diverse skills and co-create breakthrough solutions.

Thinking Diversity workshop

Thinking diversity is an experiential learning workshop to help colleagues understand how to adopt a more diversified way of thinking. The session encourages colleagues to reflect on their own thinking style, while attempting to learn the underlying rationale of other people’s thinking processes. The goal is to further promote mutual understanding, foster harmony and nurture an inclusive working environment.



I&D key
initiatives -
Embracing
Differences





I&D key initiatives - Embracing Differences

We know that inclusion and diversity has to be continuously strengthened and promoted across different areas. As such, we devote our efforts to promoting inclusiveness and understanding of different cultures, backgrounds and perspectives, including but not limited to those from the LGBT+, disabled and ethnic minority communities.



I&D Awareness Week

The annual Inclusion and Diversity Awareness Week is a landmark event across KPMG China's offices in celebration of I&D. Our colleagues are encouraged to participate in a week-long series of events promoting the four I&D pillars – Gender, Generations, Skills and Embracing Differences. Activities include the following signature events, which aim to raise awareness of I&D at the firm and in the communities in which we operate:

- **SHE Inspiring Talk series:** Business leaders are invited to share and discuss topics revolving around gender equality.
- **Chit-chat Lunch Series:** People from different generations have open and engaging talks about various topics.
- **Photo Voice programme for migrant youths:** Migrant youths gain a sense of belonging in their new city life through photography.

Everyone Agile

Led by the 'Everyone a Leader' mindset, a framework that encourages everyone to fulfil their potential, KPMG China is dedicated to building trust, empowering our people and enhancing their choice to manage their work and life responsibilities. The most productive working patterns may vary from person to person. Therefore, 'Everyone Agile', which was piloted in Hong Kong, is an initiative enabling flexible working arrangements.

Diversifying the available working arrangement options, such as giving people the flexibility to choose their work location and dress code according to the activities planned for the day, shapes a more inclusive environment for everyone. It also helps colleagues balance their various career and personal commitments, while fostering mutual trust and effective communication.





Pride@KPMG

Pride@KPMG was formed to enhance LGBT+ awareness at the firm. Establishing the group and launching the Ally Programme allows us to further support our communities and expand our inclusive working environment. Our efforts were recognised by being awarded the Bronze Standard in the [2019 Hong Kong LGBT+ Inclusion Index & Awards](#).

Since 2019, our mainland China offices have been holding LGBT+ awareness workshops, which have attracted colleagues to share their suggestions on how to achieve inclusion and diversity for the LGBT+ community at the firm. This is a positive start for all of us to respect each other and embrace our differences to build a more inclusive culture together.



Mental health and wellness programmes

With the growing focus on mental well-being, various programmes have been rolled out to raise colleagues' awareness and provide timely advice to support their mental health. As people were seen to be more prone to stress during the Covid-19 pandemic, a wellness channel was created comprising videos such as the *Mental Well-being 101 series* to introduce mental health knowledge and practical tips for colleagues to maintain a healthy mental and physical state. Tips are also provided to help our employees maintain their well-being while working in an agile manner. Our people can refer to these tips at any time, as relevant videos are uploaded to our online platform and internal portal to further reinforce the importance of taking care of our mental and physical health.

In addition, our employee wellness programme, *myLife*, aims to support colleagues' mind, body and social wellness. It offers relevant resources including how to deal with work-related stress and understand depression in order to help improve and maintain their mental well-being. Work-Life Balance Week is another initiative amplifying the concept of achieving a healthy balance between work and life by engaging our people in a series of wellness programmes, such as yoga classes and mindfulness workshops to name a few. The *Employee Assistance Programme* – professional personal counselling and consultation services – is also available for our employees any time they need it.





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Through the CareER's job fair, I have had the chance to work at KPMG since 2018. Working at KPMG has allowed me to gain in-depth exposure to the financial and professional services industries with relative ease, and the extensive resources and opportunities available within the firm have inspired me to explore more. The possibility of launching new projects and ideas encourages me to keep up with the latest trends and be more prepared for a variety of new and exciting challenges.

Brandon Wong

*Managed Services Executive,
KPMG China*

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KPMG prides itself on supporting people from all walks of life regardless of their race, religion or background. I am truly pleased to say that I have thoroughly enjoyed my time as a CSR intern with the team in Hong Kong. Not only did KPMG welcome me with open arms, but they also ensured that I was comfortable in my own skin. Working with an incredibly open, helpful and passionate team was a cherished experience.

Ayesha Nihal

2020 summer intern, KPMG China

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Inclusive talent acquisition: Welcoming disabled people

KPMG China supports [CareER](#), an organisation which helps open more opportunities for disabled tertiary students to explore career possibilities and enhance workplace confidence. By participating in the Fair Opportunity Inclusive Recruitment Programme, a career fair tailored to highly educated disabled persons and people with special educational needs (SENs), we hope to support the students in the transition process from education to the workplace.

Since 2017, we have collaborated with [Dialogue Experience \(DE\)](#) through the DE Empower programme, offering our support to disabled people with diploma level or above qualifications. KPMG China funds the matched candidates for a six-month job immersion experience and offers internship opportunities. As at 2019, three candidates from this programme have joined KPMG as permanent staff.

Supporting ethnic minorities

In 2019, the Hong Kong office signed the Equal Opportunities Commission's *Racial Diversity & Inclusion Charter for Employers* to solidify our unwavering commitment to providing an inclusive and equal workplace that celebrates racial diversity.

We have been sponsoring the [Zubin Foundation's](#) Diversity List since 2017, which provides a pool of qualified and committed ethnic minority talents to be appointed to the Hong Kong Government's advisory committees to ensure their voices are being heard. In addition, we partnered with the Zubin Foundation to provide summer internship opportunities for ethnic minority tertiary students under the 'EMerging Talent Internship Project 2020'.

Beyond
KPMG:
Serving the
community

Migrant youth programmes

Migrant youths often face challenges adapting to city life. To help them integrate into society, KPMG China collaborates with different non-governmental organisations to address their needs. Some programmes include the following:

Collaborated with the Center of Youth Talent Enlightened (Diggers) to launch the Photo Voice programme, an ongoing initiative that aims to help migrant youths in Shanghai boost their independence through photography.

Since 2018, more than



migrant youths have been served

Over  **160** KPMG volunteers

have helped launch a series of activities and soft skills training camps for migrant youths from Yunnan, Hunan, Zhejiang and Anhui.

Offered experiential learning programmes through Guangzhou Qi Chuang Social Work Service Centre

for over  **2,000** migrant youths

since 2012 to build their confidence and better integrate into their communities in Guangzhou.

Sponsored facility upgrades in

 **10** schools

with a majority of migrant students, organised in cooperation with the Shanghai Adream Charitable Foundation.



Beyond KPMG: Serving the community

We are guided by our mission – engaging our communities where we operate to understand I&D values and put them into practice. People from all walks of life are included in a series of community programmes to help foster inclusivity.





Beam International medical missions

Since 2004, we have partnered with [Beam International Foundation \(BEAM\)](#), a medical charity providing free surgeries in China for underprivileged children with cleft lips and/or palates who often also experience ear problems, dental and speech development issues, as well as discrimination from others. KPMG China sponsors 50 surgeries annually, and over 300 KPMG volunteers have joined the medial missions to assist as interpreters, logistics coordinators and medical record keepers for operations. Over 6,500 children are now smiling confidently after surgery by BEAM, which has completely changed their lives.

Project WeCan

KPMG China has been one of the corporate partners for [Project WeCan](#) – a ‘business-in-community’ initiative that empowers disadvantaged students by providing them with learning opportunities. We have been supporting Caritas Tuen Mun Marden Foundation Secondary School, where 80 percent of the students are non-Chinese speaking and come from over 18 countries. Various activities such as mentorship programmes, company visits and job tasting programmes have been arranged for the students, aiming at instilling positive values.

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A balance of economic, environmental and social equity is crucial to create a sustainable world. Being a CSR practitioner at KPMG gives me an opportunity to influence change in our communities, by leveraging our firm’s resources and our talented people’s skills. Together, we are able to bridge the gaps and provide tailored solutions to support the special requirements of different groups and communities, and strive for a fairer society.

Jackie Lee
Director, Corporate Social Responsibility, KPMG China

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Enrich Financial Literacy Lunch & Learn sessions

We are dedicated to engaging in programmes that promote inclusive development in the community. Since 2018, we have collaborated with [Enrich](#) to organise financial literacy workshops for Hong Kong's migrant domestic helpers.

To avoid marginalising migrant domestic helpers, they are equipped with knowledge about financial planning to avoid being misled by scams and financial mismanagement. Thanks to our colleagues' active participation and enthusiasm to share their expertise in different areas such as bonds, funds and insurance, a total of 32 sessions in English and Bahasa are expected to be delivered by the end of 2020.



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It is my honour to be part of KPMG China's I&D journey and grow together with the firm. It is not enough to build an inclusive workplace for our people – we have to extend our impact to the community to create an inclusive future for people from all walks of life. Bringing together all stakeholders, including marginalised groups in the community, is critical for a society to thrive.

Colleen Tsang
*Manager, Corporate Social Responsibility,
KPMG China*

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Achieving gender equality initiatives with Plan International

As a long-standing partner of [Plan International Hong Kong \(Plan\)](#), KPMG China has been an active supporter of numerous Plan activities under the *Because I Am A Girl* umbrella, where the KPMG Foundation sponsored two youth programmes and a charity run to raise awareness on girls' rights:

- **Plan International Hong Kong Youth Conference:** KPMG volunteers join as facilitators in the discussion, where young people exchange ideas, reflect on the plight of girls in many developing countries and discuss how to help prevent their suffering.
- **Shaanxi Girls' Scholarship and Life Skills Training programme:** Early marriage is one of the many factors that halts girls' development. Offering scholarships to students living in poverty allows them to continue learning. In addition, we sponsor courses that focus on life skills, child protection, financial management, career development planning and teamwork for students.
- **Run For Girls:** KPMG has been the main sponsor of the charity run – which is co-organised by Plan and Cosmopolitan – since its inception in 2017. Over 100 KPMG ladies joined the run in 2019 to support this worthy cause, which raises funds for disadvantaged girls in developing countries.

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Through taking part in the life skills training course, I have learnt a lot about problem-solving, interpersonal skills, as well as effective tools for dealing with stress. Prior to joining the course, I had the habit of interrupting others while they were talking. I now try to listen carefully before stating my opinion. I believe that the lessons taught in the life skills training course have made me a more well-rounded individual and have helped me develop a more positive mindset when interacting with people. I hope to continue applying these lessons to all facets of my life.

Wang Yuyi

Shaanxi Girls' Scholarship and Life Skills Training programme student

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I would like to express my heartfelt thanks to KPMG, our long-term partner, for joining us to support underprivileged and disadvantaged youths in Hong Kong and China through projects focusing on education and empowerment. We could not achieve what we do without the great support of KPMG. The programme we collaborated on is not just about providing education for girls, it is about rewriting the lives of many girls. It is not just about the training they received, but also about the capacity they have built so that they can lead, decide and thrive. Thank you, KPMG!

Kanie Siu

*Chief Executive Officer,
Plan International Hong Kong*

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I&D
recognitions
and awards

I&D recognitions and awards



HR Asia presented KPMG China with a 'Best Companies to Work for in Asia Award 2019', affirming our efforts and achievements in talent strategy, talent development and people experience related to building an inclusive workplace and work-life balance culture.



To recognise the firm's consistent dedication to nurturing a corporate culture which enhances awareness on disabilities and supports the employment of disabled people, we were awarded the iCorp 2-STAR award by Dialogue Experience (DE). In addition, DE has assessed our website and offices' accessibility to different disabled people, an important first step in showing our commitment to welcoming everyone to KPMG.



Best in Diversity & Inclusion

Our commitment to engaging people from different generations, cultures and backgrounds, as well as running various I&D initiatives to promote the importance of I&D in the workplace was recognised with the Platinum Award for 'Best in Diversity & Inclusion' from CTgoodjobs in 2019.



KPMG China was named a 'Top Employer' by Top Employers Institute in 2019 and 2020. We won this renowned recognition by participating in a rigorous certification process which includes in-depth and independent research across 10 different topics, covering inclusion and diversity, talent strategy, overall culture and more.

Workforce
diversity
data

Workforce diversity data

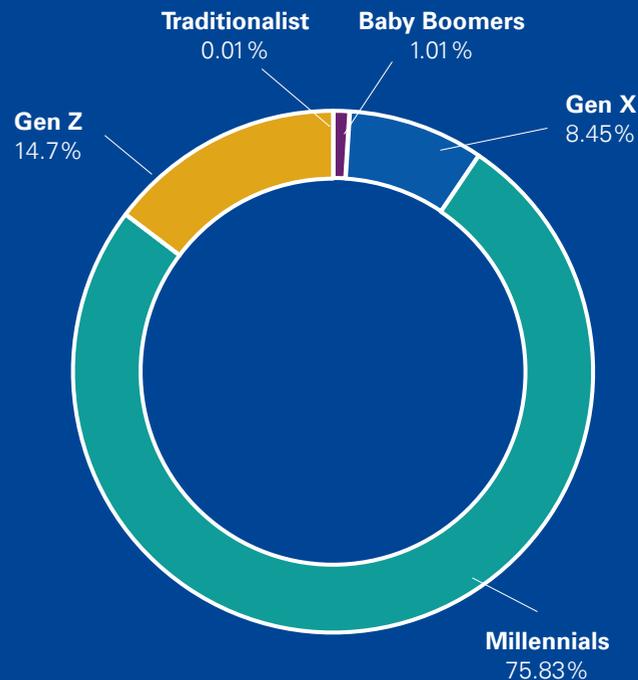
What cannot be measured cannot be improved – and getting a better understanding of the mix of our workforce is the first step to striving for inclusion and diversity. At KPMG China, we have 30 percent female representation on our board – and continue to strive to increase that number.

We also celebrate equal advancements for both genders all the way up to the most senior levels – in 2020, promotions to partner and director level included 45 percent female and 55 percent male colleagues.

In addition, our firm has a high percentage of young recruits, with over 75 percent of millennials in the mix of our workforce.

While there is more work for us to do to reach an optimal level, the following figures set us on a course to reach our I&D goals:

Diversity by age



*Active staff as at Aug 2020



Gen Z
(1996-2010)
14.7%



Millennials
(1980-1995)
75.83%



Gen X
(1965-1979)
8.45%



Baby Boomers
(1946-1964)
1.01%



Traditionalist
(before 1946)
0.01%

Diversity by job level

Grade	Gender	
	Male	Female
<i>Partner & director</i>	59.0%	41.0%
<i>Senior manager & manager</i>	41.7%	58.3%
<i>Senior team member, team member & support staff</i>	31.0%	69.0%
<i>Total</i>	34.7%	65.3%

*As at 30 Sep 2020

New hires by job level

Grade	Gender	
	Male	Female
<i>Partner & director</i>	61.5%	38.5%
<i>Senior manager & manager</i>	52.9%	47.1%
<i>Senior team member, team member & support staff</i>	36.5%	63.5%
<i>Total</i>	37.7%	62.3%

*As at 30 Sep 2020



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