



CSR framework 2020

Marketing Department

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kpmg.com.cy



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Introduction

The Corporate Social Responsibility (CSR) programme forms an integral part of the corporate philosophy and culture of KPMG. Aiming to materialise our values in practice, we work to create a positive impact for our people and our communities at large, by implementing specific CSR initiatives.

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Commitment to our communities is fundamental to our values. The CSR framework is to inspire, challenge and empower our people to make a positive contribution to local communities. This means we strongly believe in behaving ethically, safeguarding the environment and building positive links with the communities around us.

Our CSR framework is aligned with KPMG International's values and quality standards and is based on integrated strategic planning, which combines the current economic and business development with specific CSR initiatives.

During 2020 we processed **38 donations** to approve institutions and implemented **24 main CSR initiatives**. Further below, we briefly quote our most important initiatives, which are categorised in four different focus areas: **education, health, environment and social inclusion**.

Education

We believe in the importance of education and the right for all young people to have the opportunity to reach their full potential. Therefore, we invest in skills that support enterprise and community cohesion.

Award Ceremony – School for the Deaf

KPMG in Cyprus honoured the Institution's high achieving students, who demonstrated outstanding performance during the year 2019.

KPMG in Cyprus donates computers

We have donated a number of computers to the A' Makedonitissa Primary School and the Nicosia Parents Association of Elementary Schools, to enable pupils attend remote learning as a result of the pandemic.

“Back to School Supplies for ALL children” campaign

Similarly to last year, KPMG in Cyprus, in collaboration with the Pancyprian Volunteerism Coordinative Council (PVCC), actively participated to the campaign “Back to School Supplies for ALL children”. To support this year's campaign, relevant boxes collecting material were installed in our offices, with staff managing to gather a large number of school essentials. Turnout material was donated to Agios Kassianos Primary School in Nicosia, specifically to children coming from vulnerable families, so that they are fully equipped for the beginning of the new school year.

KPMG and CIM offered an academic scholarship in MBA Shipping

Within the framework of their strategic partnership and in response to the emerging needs of the society, KPMG in Cyprus and the Cyprus Institute of Marketing – The Cyprus Business School (CIM) offered 1 academic scholarship in MBA Shipping, thus giving the opportunity to a fellow citizen to acquire a postgraduate degree.

International Cyber Security Awareness Month in October – KPMG material

To support the global initiative regarding International Cyber Security Awareness Month in October, KPMG has developed a virtual awareness campaign targeting parents, guardians and children across the island, providing insights on how to keep children safe online

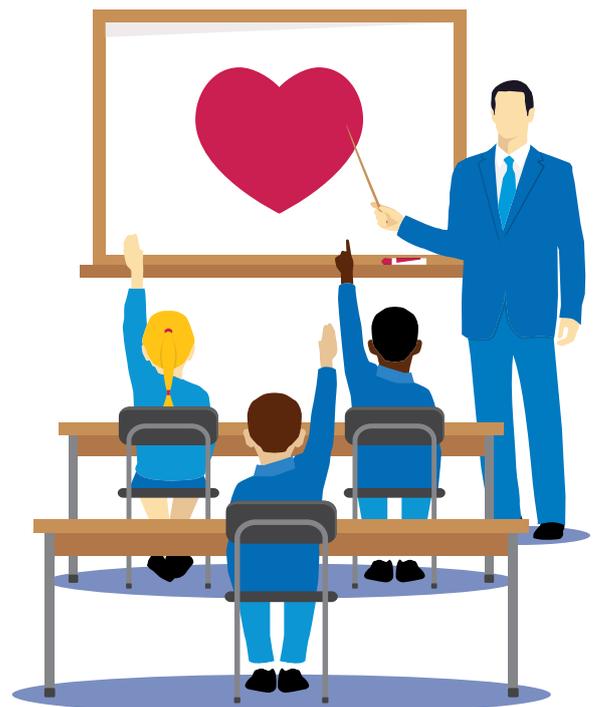
and guide them to make smart decisions. Hence, informative material was sent to schools across Cyprus, aiming to help teaching staff explain to children the current cyber risks in various ways, as well as how to protect themselves while browsing. The decision of postponing the usual face to face 2020 Global Cyber Day programme was due to COVID-19 hygiene and protection protocols.

KPMG in Cyprus attends Career Fairs at Universities and Schools

KPMG professionals attended various Career Fair events (live and virtual), presenting career opportunities within KPMG in Cyprus to students from diverse backgrounds and degrees.

Digital Marketing Technologies workshop

KPMG in Cyprus and CIM were amongst the sponsors and organisers of the workshop, which took place at Nicosia Polydynamo Centre on 14 and 15 October.



Health

We believe we have a responsibility to support, care for and protect people with physical and mental health needs. Our aim is to deliver means that help protect people with fewer opportunities.

KPMG in Cyprus donates medical equipment

Contributing towards the effort to effectively respond to the health implications of the pandemic, KPMG in Cyprus donated specialised medical equipment - ventilator to the new Unit of Intensive Care of the General Hospital in Nicosia. The Firm offered its employees the opportunity to participate on a voluntary basis in such a good cause by contributing towards the cost of the equipment.

COVID-19 response

This year our attention was inevitably drawn by the health and business implications caused by the pandemic. Spotting the early warning signs of the crisis about to come, we rapidly established a dedicated COVID-19 Monitoring Team, which set as priorities our people's health and safety. Further to instant sharing of updates, policies and relief measures in response to the outbreak of COVID-19 in order to safeguard KPMG employees, particular emphasis was given to both mental and physical health of our employees, with the construction of KPMG Gym and the delivery of various informative wellbeing seminars and webinars.

Blood Donation in Larnaca and Nicosia

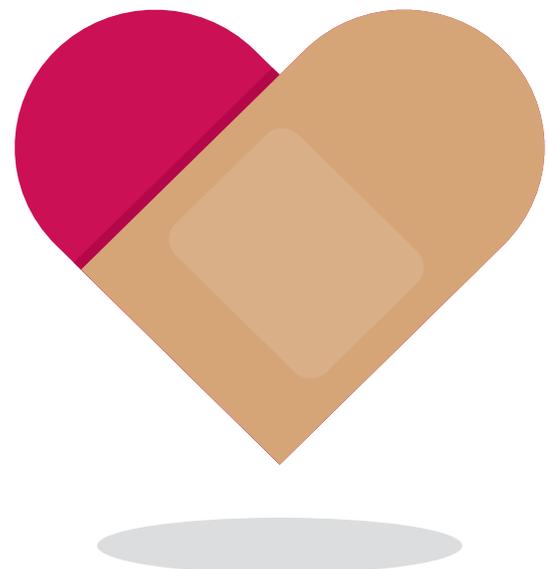
A blood donation was organised at our offices in Larnaca and Nicosia, for the support of the General Hospital and the Blood Bank of each town.

1st Limassol Corporate Blood Donation 2020 - Together We Care

KPMG Limassol colleagues participated at the 1st Limassol Corporate Blood Donation 2020 at Carob Mill, on 22 October. The donation was organised by Royal Pine & Associates and was conducted in collaboration with the Limassol General Hospital.

Karaiskakio Foundation – looking for bone marrow match

KPMG in Cyprus contributed with volunteers to the work of Karaiskakio Foundation. Many of our colleagues aged 18-45, healthy with no medical history, participated in the saliva collection process, which took place across the island.



Environment

We are investing in responsible energy use, educating and supporting our people in making sustainable decisions and adopt responsible consumption practices at work and at home.

KPMG announces it will be net-zero carbon by 2030

KPMG announced its intention to become a net-zero carbon organisation by 2030, as part of its continued focus on delivering growth in a sustainable way and providing climate solutions for member firms, clients and society. To underpin this goal, the global organisation has signed up to a series of new climate actions, including a 1.5°C science-based target, which will focus on achieving a 50% reduction of KPMG's direct and indirect greenhouse gas (GHG) emissions by 2030. Additionally, KPMG firms including KPMG in Cyprus, have collectively committed to: a) 100% Renewable Electricity by 2022 in its Board Countries and by 2030 for the wider network and b) Offsetting any remaining GHG emissions through externally accredited voluntary carbon offsets, to mitigate the remainder it cannot remove from its operations and supply chain.

2019 recycling statistics across the island

- **Batteries:** We have recycled 69kg of batteries, which were sent to AFIS Cyprus.
- **Electronic equipment:** 550kg of electronic equipment such as computers, printers and cables were delivered for recycling to Telli.
- **Paper/Cardboard:** 21.975kg of shredded paper was sent for recycling to German Tec, MMK Planer Ltd, Iron Mountain, Reiss Wolf and Proshred. An additional 37.440kg of paper/cardboard were recycled through the Green Dot Bins.
- **Inks:** We have delivered 350kg of empty ink and toner cartridges to Telli.

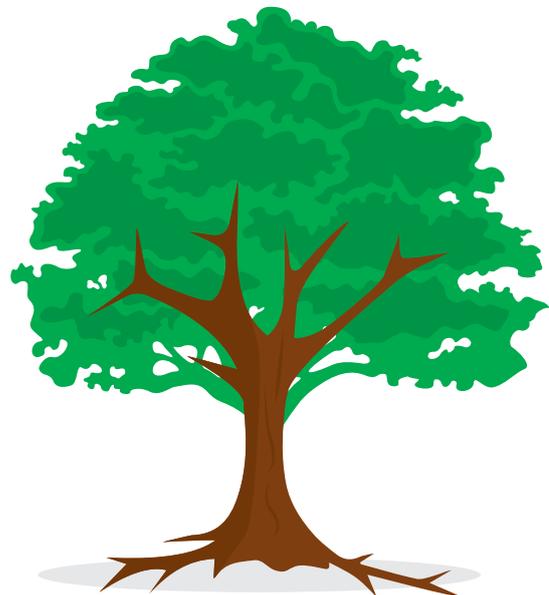
- **Plastic:** We have recycled 24.000kg of plastic through the Green Dot Bins.
- **Electricity:** We have installed Powerstar voltage optimisation in Nicosia, Limassol and Larnaca offices, achieving remarkable kW savings and CO2 reductions.

Waste Management and Environmental Management

We follow procedures based on the ISO45001: 2018 standard. These can be found in detail in the Firm's Health & Safety handbook.

Being part of the European programme Business4Climate

Our Firm participates in the European programme Business4Climate, funded by the RIS Climate-KIC through the European Institute of Innovation and Technology. The programme aims to commit businesses to actively involve in climate action by reducing their GHG emissions by 8% until 2030.



Social Inclusion

We commit to connect with the most disadvantaged in our community and provide services and support to change the contemporary circumstances and habits that lead to social disadvantages.

Adopt a Family for Christmas

Within the framework of our Corporate Social Responsibility and in collaboration with the PVCC, our office in Nicosia, similarly to last year's initiative, took part in the pan-cyprian campaign "Adopt a Family for Christmas". Our Firm donated "Love Packages" (basic products and other essentials) to support families in need during the holidays. We are very grateful to our staff and volunteers who embraced this effort and prepared the packages.

KPMG in Cyprus signs the Diversity Charter Cyprus

KPMG in Cyprus has become a member of the Diversity Charter Cyprus, which forms part of the European Commission's European Platform of Diversity Charters. The Center for Social Innovation (CSI) has been appointed as the EU official representative for the Diversity Charter in Cyprus. KPMG's membership has been validated by signing the Memorandum of Understanding, which defines members' voluntary and moral support to the main goal of the Charter: the promotion of diversity and inclusion in the workplace.

Tsiknopempti – Support the Association for the Prevention and Handling of Family Violence

KPMG Nicosia organised an internal event to celebrate Tsiknopempti. During the celebration, money, food and goods were collected and donated to the "Association for the Prevention and Handling of Violence in the Family".

Webpage and Intranet page in response to the COVID-19 pandemic

KPMG in Cyprus set up a number of communication channels, including an external webpage, aiming to help our staff and businesses on how to respond effectively and timely to the outbreak of COVID-19. We are regularly updating the webpage with new insights from KPMG business experts, as well as with informative alerts. A dedicated page on COVID-19 was created in

our intranet portal. In this page we have collected all information with regards to the government's measures, the messages sent by our Managing Director, as well as details on the measures taken so far by our Firm. Most importantly, in this page our employees can find useful tips and resources relating to their mental and physical health and safety.

1st OPAP Limassol Marathon GSO Virtual Run

The OPAP Limassol Marathon Virtual Run is an international running event in which athletes may run the distance they have registered, with whatever pace, indoors or outdoors, on any day during the active period of the run. KPMG in Cyprus took part in the corporate race 5 km. We are very proud for our employees, Harakis George (IPG group) and Charalambous Loukas (AIS group), who achieved the honourable 1st and 5th place respectively.

Supporting the Special Olympic Team

Within our CSR framework and the framework "Adopt an Athlete" by Special Olympics Cyprus, we support the work of the Special Olympic Team by sponsoring their athletes when participating to local and international competitions.

Our commitment in improving the world in which we operate in is at the core of our Firm's mission and culture. KPMG in Cyprus remains at the disposal of the state and actively contributes in every opportunity.



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