



Corporate Citizenship

Annual Report 2019-20

July 2020

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Foreword

At KPMG in India, we view citizenship as a responsibility and a core value, essential to who we are. We define our purpose as **'inspiring confidence, empowering change.'** We buttress confidence in the capital markets that allow for the flow of investments and the creation of jobs. We work to enable our clients, our communities and the countries where we work to change for the better.

In these truly unprecedented times, as the COVID-19 pandemic continues to escalate, the call to rise to the demands of constructive citizenship is particularly strong.

Accordingly, KPMG teams stepped up and volunteered our services to the central and many state governments to help them navigate the crisis. We made available our capabilities and talent in healthcare, artificial intelligence and data analytics to help track and manage the spread of the disease. Our teams worked on the front lines even during the lockdown phase, contributing to critical national goals.

Over the last year, we have continued to champion the cause of the UN's Sustainable Development Goals (SDGs), with a keen focus on Quality

Education, SDG number 4. By empowering the leaders of tomorrow with skills, resources and knowledge through Lifelong Learning, we advance education, instill confidence and build capabilities for the long-term success of communities in India and around the world.

Our efforts span the educational continuum - and the results have been tangible. Through our flagship initiative, KPMG's Family for Literacy, we have helped set up and support libraries, placing books in the hands of the children in need. We continue to pair our people with primary schools where they volunteer their time reading to young students. Equally, we believe in investing in our teachers, as effective teaching is key to achieving learning outcomes.

Our Aspire programme aims to empower young disadvantaged girls who are also first-generation learners in their families; over 225 girls across six schools benefited last year. The programme does not just stop with learning at the school or college level. This year, we proudly welcomed Shilpa Sharma, an Aspire beneficiary since 2014, to our Financial Risk Management team in Mumbai.

We believe that learning extends beyond the classroom and beyond school and college years. Together with the KPMG Foundation, we are delivering meaningful outcomes by supporting education and lifelong learning. Such activities help prepare the workforce of the future, help with readiness to embrace the challenges of a global, interconnected marketplace.

Our people remain the strength and backbone of our Corporate Citizenship initiatives. Congratulations to Dudhsagar Shambhuche, for showing exceptional commitment towards our community initiatives, and for being recognised by the firm as 'Citizen of the Year' for 2019-20.

Through Enactus, an integral part of KPMG's Corporate Citizenship programme, 40 partners and senior staff mentors continued to guide students from over 50 colleges across the country, helping students develop talent and perspectives that will propel many of them to become India's future entrepreneurs and leaders.

As always, the Infrastructure, Government and Healthcare team continued to engage in nation-building efforts tirelessly, advising and assisting in the implementation of both central and state government projects in a variety of areas. For instance, by working with the Rural Development Department, Government of Maharashtra on its special scheme, the ASMITA Yojana, our teams helped create awareness about menstrual hygiene, establishing an efficient channel for the distribution of affordable, good quality sanitary

napkins. Around 300,000 school girls in Maharashtra have been provided with ASMITA beneficiary cards and 29,538 Self Help Groups have registered for the scheme.

Our Corporate Citizenship initiatives embody our values, **Integrity, Excellence, Courage, Together, For Better**, making them real every day. Our people show extra-ordinary commitment towards giving back, working together to make the world a better place. Our people invested 82,000 hours in 2019-20 towards community development by participating in a diverse range of volunteering initiatives.

My profound thanks to all our partners and professionals for their contributions through the year, for the jOSH they brought to our citizenship activities.

Arun M. Kumar
Chairman and CEO,
KPMG in India



Foreword

Message from the Corporate Citizenship Steering Committee

At KPMG in India, we believe that **education** is key to achieve sustainable development. It helps equip people with the skills required to overcome social and environmental challenges. Through the Corporate Citizenship programme at KPMG in India, we endeavour to provide focused support at schools, enabling the holistic development of children with an emphasis on educating the **girl child**. Additionally, we remain committed to incorporating **environmental consciousness** as part of the firm's culture.

As part of Lifelong Learning, our focus goes beyond the classroom to provide unique and relevant skills and learning opportunities that ensure progression across a lifetime. Hence, alongside education, we also focus on supporting the salaries of teachers, training of educators, aiding equipment for sports and music, and conducting other extra-curricular activities.



Realising the gender bias that often affects the education continuum of girls in our country, our Aspire programme specifically targets to empower young disadvantaged girls. Through the programme, we endeavour to provide opportunities to the students that are unique and instigate a desire to dream big and not be limited due to the challenges presented by their social milieu. We attempt to provide the girls with skills that can enable them to have fulfilling careers and empower them to move ahead in their lives.

As a firm, we are cognisant of our responsibility towards the environment. In this era of global climate change, we cannot afford to be negligent towards the repercussions our actions have on

the environment. KPMG in India is committed to sustainable development by adopting green practices. To take this one step ahead, we also encourage students of the schools we work with to be advocates of the environment by encouraging them to follow sustainable practices from an early age.

All our Corporate Citizenship initiatives and programmes strive to engage our people, enabling them to utilise their unique skill sets to make a difference in the community. KPMG in India's community development agenda aims to provide philanthropic avenues to all our people - supporting them in achieving their higher purpose.



Akhil Bansal
Deputy CEO,
KPMG in India



Pradeep Udhas
Office Managing Partner - West,
KPMG in India



Shalini Pillay
Office Managing Partner - Bengaluru,
KPMG in India

Foreword

It is my privilege to share that in the year 2019-20, we at KPMG in India have witnessed a record number of employees and their families participating in our volunteering programmes to 'make a difference' to our communities. This clearly demonstrates that our people are as passionate and committed to helping improve and develop our communities, as they are to providing exemplary services to our clients and the nation.

As in the past, this year too, our Corporate Citizenship Annual Report pays tribute to the altruistic actions of our people and celebrates the power of giving, that is embedded within the ethos of the firm. So, let me begin by thanking each and every one of you who have so generously contributed your time and resources to support the firm's Corporate Citizenship initiatives, whether it is mentoring the Aspire girls or the Enactus college teams, participating in city-wide cleaning drives, conducting gender sensitisation workshops, encouraging young children to not only identify

problems in their communities but also find solutions for the same, and several other impactful initiatives.

Thank you!

We remain convinced that quality education is the key to progress, and our report endeavours to showcase our programmes and initiatives that champion 'Lifelong Learning', focusing on the direct impact to our beneficiaries. I invite you to read more about our programmes and initiatives and share your feedback with us. I am sure that you will feel as much pride while reading about our impact as we do in sharing the same with you.

We continue to prioritise environment consciousness and sustainability, and 'lead by example' by continuing to eliminate single-use plastic from all our offices, and segregating waste at all our large offices. Indeed, most of the plants in our offices are collected in exchange for recycled paper!

The success of our programmes to a large extent must also be credited to our committed and like-minded non-governmental organisation partners. They continue to address the needs of our beneficiaries even in the face of the formidable adversary that is COVID-19.

As we deal with the challenges of this ongoing global crisis, we need your help more than ever to continue to support those who are less fortunate than us. We hope that all of us come out of these difficult times not only physically and mentally stronger but also as better human beings.

Ira Gupta Tuteja

Advisor - Corporate Citizenship,
KPMG in India





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1.



Living our values

Integrity

We do what is right



Excellence

We never stop learning
and improving



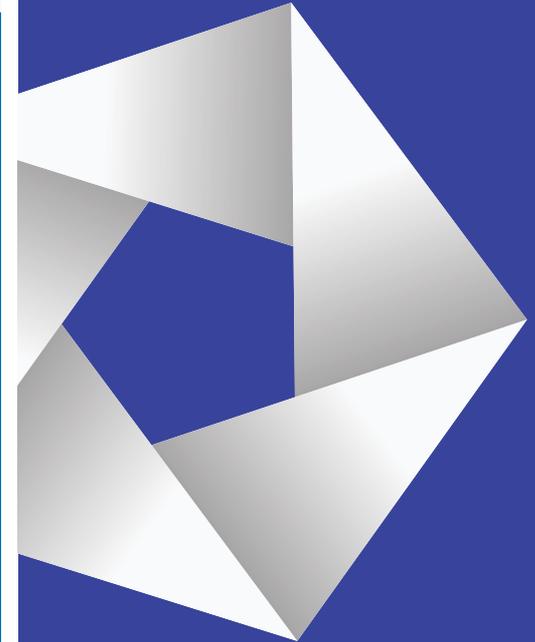
Courage

We think and
act boldly



For Better

We do what matters



Together

We respect each
other and draw strength
from our differences

2.

Our Corporate Citizenship priority

Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership¹.

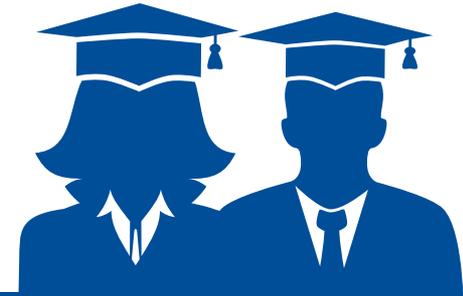
KPMG International’s member firms globally are committed to helping fulfill the SDGs by 2030. The SDGs aim to impact 17 different areas of improvement. KPMG International has chosen **UN SDG-4 of providing ‘Quality Education’** as its core area of focus for all its Corporate Citizenship initiatives. Our commitment to supporting **lifelong learning** enables us to ‘inspire confidence’ and ‘empower change’ while ‘leading by example’.



SUSTAINABLE DEVELOPMENT GOALS

1. <https://sustainabledevelopment.un.org/?menu=1300>

Quality Education: Why it matters



4 QUALITY EDUCATION



ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

The education scenario in India

Dropped out of school



One in five children, adolescents and youth are out of school²

Literacy rate



The literacy rate is **74.37** per cent of which 82.37 per cent are males and 65.79 per cent are females³

Girl education



There is 100 per cent enrollment of girls in primary education, but only **25.4** per cent are in higher education²

Lifelong Learning: Creating the change we need for the world we want

At KPMG in India, our focus on lifelong learning goes beyond the classroom. We work with the wider community to offer innovative coaching and mentoring programmes and participate in global partnerships that help build skills, learning, and progression across a lifetime.

By embracing the role we all play as educators, we are making an important contribution towards the achievement of Sustainable Development Goal 4, to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, helping to unlock a prosperous and inclusive future. Our commitment to learning is a key enabler for all 17 SDGs.

2. Quality Education, United Nations in India, accessed on 10 July 2020 <https://in.one.un.org/page/sustainable-development-goals/sdg-4/>

3. Education and Literacy, India, UNESCO, accessed on 10 July 2020 <http://uis.unesco.org/en/country/in?theme=education-and-literacy>

2.

Our approach and presence

4 QUALITY EDUCATION



SDG 4 is a key enabler for all 17 SDGs

Lifelong Learning



Focused support at schools

Enactus



Empowerment through education

Responding to disasters



Aspire

Green initiatives



Nation building

Employee engagement





4. Our impact



Over **230** volunteers spent more than **1330** hours reading to students through KPMG's Family for Literacy



We have supported **six** libraries since 2015



Over **670** students impacted through the English language labs



We supported the salaries of **20** teachers and training of **210** teachers in 2019-20



Over **3700** students impacted through our infrastructure support across **six** schools

225 girls supported through the Aspire programme
55 women leaders from the firm serve as mentors



Our people along with their families spent over **82,000** hours by volunteering for over **660** activities through the year



Over **3800** students impacted through our IT support across **six** schools



Over **475** students impacted across two schools through our nutrition programme

34 mentors invested over **285** hours guiding school children, helping them create innovative solutions to address social issues



Scholarships provided to over **250** students through the Empowerment through education programme

Over **40** KPMG in India senior leaders mentored over **50** Enactus college teams through the year



5. Focused support at schools



a.

KPMG's Family for Literacy

b.

English language labs

c.

Investing in teachers

d.

Nurturing young change makers

Background of the organisations we work with:

Our support is focused towards developing and strengthening the skills, abilities, processes, infrastructure and other resources of schools run by Non-Governmental Organisations (NGOs) across multiple locations in India. Our support directly impacts children belonging to economically disadvantaged families where the average annual family income is less than INR3 Lakhs.

Our partner schools support children coming from surrounding villages or urban slum communities. These children often live in difficult situations with parents mostly working in the unstructured employment sectors. For most of the families, providing education in a good English medium school is not affordable. Hence, we have made purposeful collaboration with these NGOs that provide quality education, nutrition and guidance to these children so that they consequently reach a life of self-sufficiency and independence.





5a.

For Better
Together

FOCUSED SUPPORT AT SCHOOLS

KPMG’s Family for Literacy

Recognising that strong reading skills, which are the basis for future success, are often a weakness among children belonging to disadvantaged backgrounds, the KPMG’s Family for Literacy (KFFL) programme helps lay a foundation for lifelong learning at the very start of a child’s education.

The programme helps develop reading skills and an interest for books in young children at schools.

This helps students express themselves more confidently and improves their comprehension of the language, while at the same time impacting their spoken English.

Recurring reading and learning sessions are conducted by volunteers and their families through the year to ensure the progress of the students is monitored regularly.

Through this programme we have been able to:



Promote and improve literacy in local communities



Reaffirm the firm’s commitment to youth and education



Provide an opportunity for KPMG employees and their families to support our communities

Our support also includes:



Setting up new libraries and renovating existing ones



Providing books and cataloguing them basis the learning level of the students



Sponsoring trained librarians





Over **230** volunteers spent more than **1330** hours reading to students



Volunteers conduct regular reading sessions and activities for the KPMG students



We have supported **six** libraries since 2015

5b.

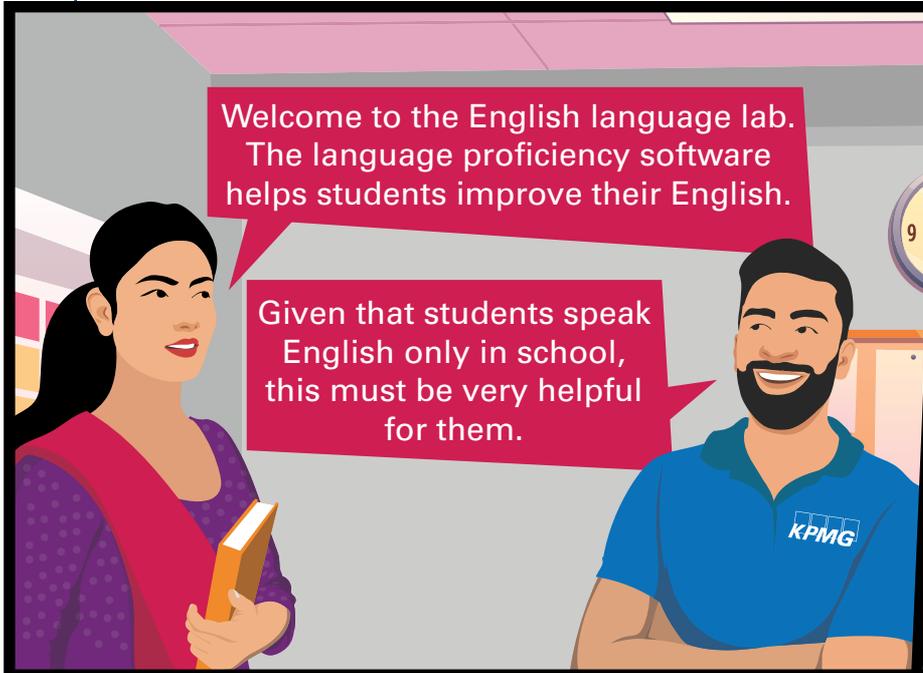
FOCUSED SUPPORT AT SCHOOLS English language lab

Language proficiency helps build interpersonal skills and boosts confidence of the students. With the growing usage and importance of English, we have purposefully included programmes that focus on developing the English language proficiency of students at schools we work with.

The students are mostly first generation learners and may not be able to receive additional help at home. The software used in the lab provides them a learning experience that is supported by innovative technology.

Our support also includes:

-  Furniture for the lab
-  IT equipment for the lab
-  Language proficiency software
-  English workbooks for students
-  Training for teachers



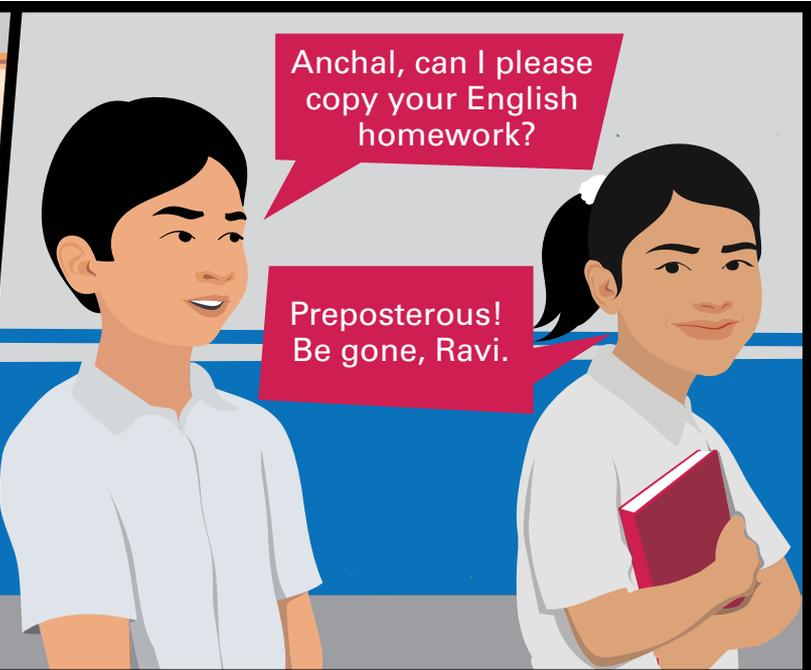


Vidya School, Gurugram



Shishu Mandir, Bengaluru

Over **670** students impacted through the programme in 2019-20



5c.

FOCUSED SUPPORT AT SCHOOLS

Investing in teachers

Teachers play a critical role in enabling the success of any student. Teachers are particularly important for the students that we support since most of them are first generation learners and are unable to receive academic support at home. To ensure that the quality of teachers is not compromised due to the cost constraints faced by NGOs, we support:



Salaries of teachers across academic subjects like English, Mathematics, Information Technology



Salaries of coaches for sports and music

Salaries of teachers and facilitators for the After School Programme (ASP)

Cost of regular training for teachers



We supported the salaries of **20** teachers and training of **210** teachers in 2019-20



We work with Janyaa Foundation, a nonprofit organisation focused on developing creative problem-solving skills among children studying in grades six to ten at Government schools in Andhra Pradesh and Telangana.

Janyaa Foundation provides teacher training and mobilises parents. Teachers are equipped with tools

to enhance the effectiveness of their Science and Mathematics lessons through a repository of over 500 experiments developed by the organisation.

We have been supporting their teacher training workshops for the last two years. In 2019-20, we supported the training for **210 teachers**.



Teachers engaged in the workshop organised by Jaanya Foundation

5d.

Courage

FOCUSED SUPPORT AT SCHOOLS

Nurturing young change makers

i. I CAN School Challenge

Students from our partner schools were encouraged to participate in the international challenge. The programme aims at motivating students to use design thinking skills to identify a problem area, suggest plausible solutions, methodically work towards it and share their 'story of change' with others.

Sixteen teams from our partner schools participated in the challenge and competed with hundreds of teams from schools across India. These teams were mentored by 34 volunteers from KPMG in India.



34 volunteers
spent **285** hours
mentoring **16**
school teams



The I CAN School Challenge is a competition organised by Design for Change (DFC) which encourages children to seek out innovative solutions to social issues they see and face in their schools, communities or the larger society. The DFC movement is active in more than 70 countries worldwide.



Snapshots of the 'Breathoclean' project- a student driven initiative addressing the concern of air pollution faced by school students during their daily commute to school:



This is how we feel!

Pollution due to heavy vehicular movement near the school raised a concern for the students

01



Working together to make a change

Students brainstormed solutions with their mentor

02

03

Three teams from Mumbai and Noida mentored by volunteers from KPMG in India made it to the top 100 teams in India. **BreathoClean** was also nominated in the 'Easy to Replicate' award category.



Finally our prototype is ready

The team decided to create their own low-cost, easy-to-make face mask



BREATHOCLEAN

04

They also educated students from their own school as well as other schools on how to make the mask and wear it daily while walking to school

5d.

Together

FOCUSED SUPPORT AT SCHOOLS

ii. Inculcating the habit of sustainable living

With the growing need to preserve our environment and to encourage the habit of sustainable living amongst students, we helped one of our NGO schools to set up a kitchen garden in their campus in 2018. The produce from the garden is used to cook meals that are served to students and helps improve the overall nutrition programme of the school.

Our volunteers not only helped the students set up the kitchen garden but also continue to help them in maintaining it.

This exercise helps the students understand the concept of horticulture, gain practical skills as well learn how to be self-sustainable. This also resulted in the school introducing agriculture as a subject in their curriculum.



Vegetables grown by students at Gurukulam, Chennai



Volunteers and students up-cycling discarded plastic items to make other usable products



Students attending a session on kitchen gardening

We organise multiple educational visits for our students through the year. This includes nature trails and environment awareness workshops for them as well. The purpose of these sessions is to engage them in discussions around:

- preserving the natural environment
- importance of the biodiversity
- introduction to the various kinds of flora of a region and its significance
- methods of preserving nature and habitat restoration
- organic gardening
- waste segregation and composting
- recycling plastic bottles.



Volunteers and students at an eco-park in Mumbai, creating a water filtration unit



Volunteers with students at a nature trail and habitat restoration drive in Mumbai

5e.

Excellence For Better

FOCUSED SUPPORT AT SCHOOLS

Cyber security awareness

Educating a connected world

Cyber security is a growing concern, not just for organisations, but also for the children around the world. With the amount of time young people spend on the internet, it becomes crucial to provide a safety net to help keep bullies at bay.

In October 2019, the global network of KPMG member firms organised its Global Cyber Day for the third year running. KPMG cyber security professionals helped students aged 7 to 16, as well as their teachers, guardians and parents become more cyber aware through interactive classroom sessions on safe use of personal data, social media, cyber bullying, online gaming and smartphones.

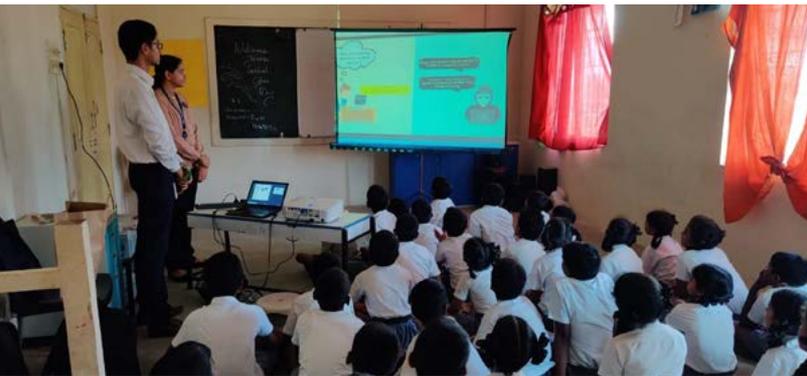
The initiative reached **127,000** young people through more than **870** classroom discussions in schools across **51** countries.




Glimpses of the cyber security sessions conducted in October 2019



I am #CyberSafe



5f.

FOCUSED SUPPORT AT SCHOOLS

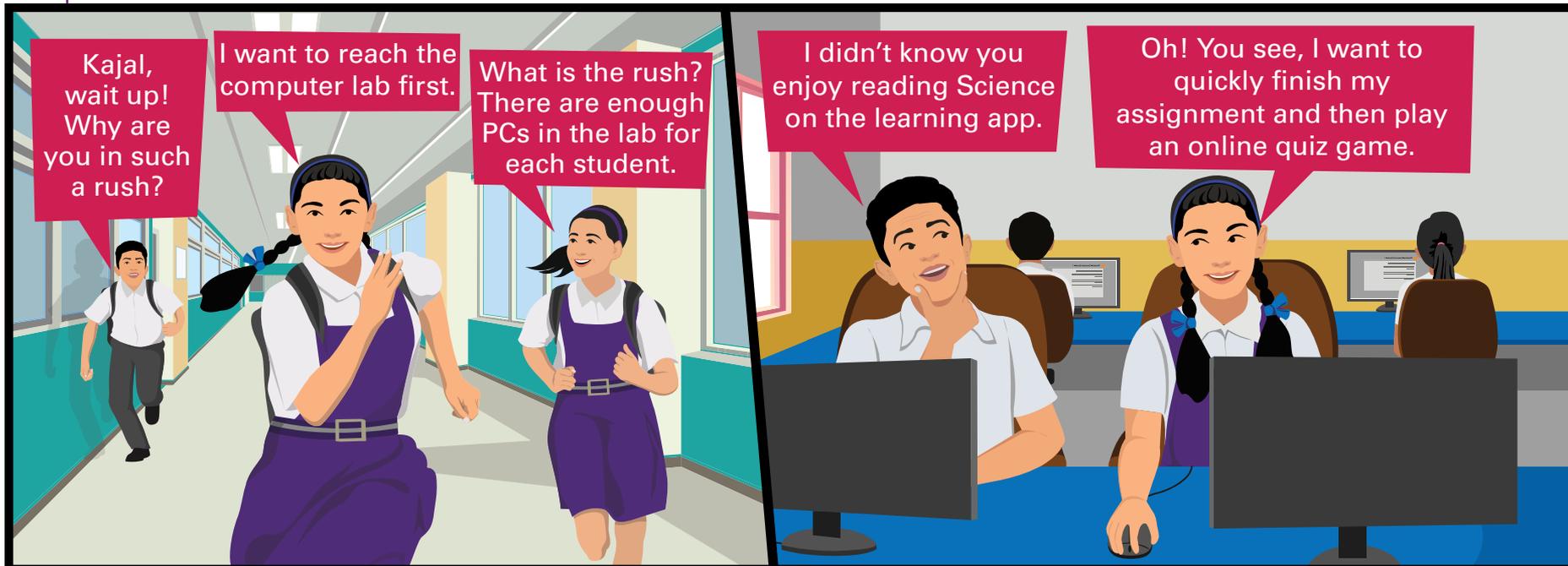
IT Support

Digital Literacy is the cornerstone of quality education today. IT labs and digital classrooms, however, are expensive to set-up for NGOs. To ensure that the children supported by KPMG in India are not deprived of IT exposure and are able to benefit from digital technologies, we support our partner NGOs in establishing IT enabled infrastructure.

Teachers are encouraged to integrate technology as part of their teaching methodology as it enhances the learning experience for students, easing the understanding of complex topics.

Our support also includes:

- IT equipment – hardware and software
- Digital classrooms
- Projectors and screens
- Servers
- Laptops
- Printers
- Smart boards
- Internet connection





Computer lab at Vidya School, Gurugram



Digital classroom at Taraben Master English School, Mumbai

Over **3800** students impacted across **six** schools



Students attend a session at the centre in West Bengal

eVidyaloka is a not-for-profit organisation that focuses on transforming the educational landscape of rural India. They create digital classrooms for children in remote villages with the support of local communities and volunteer-teachers who conduct session for the students remotely.

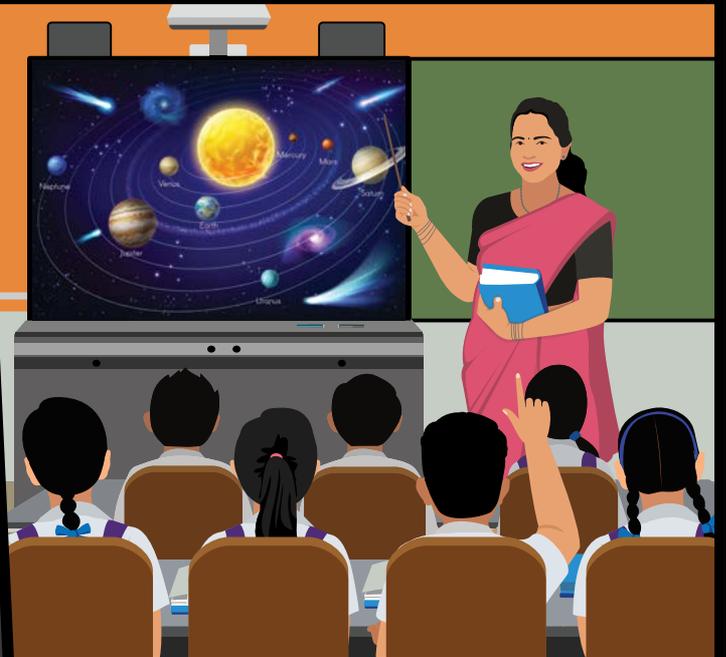
In 2019-20, we helped set up a new centre at the Chikkaballapur Government Higher Primary School in Kuppahalli village, Karnataka. Additionally, we continue to support the operations of the centre in Hensla village, West Bengal which we had helped setup in 2018-19.

Haha, don't get your hopes too high.

Why!

Don't you remember Alka Ma'am is going to show us a video on the Solar System in the Digital class today?

Oh yes, yay!



5g.

FOCUSED SUPPORT AT SCHOOLS

Nutrition

To learn well, our children need to eat well

Nutrition plays a key role in the healthy development of our children. Nutritious foods provide our body and mind with the energy needed to grow, feel well, be active, stay healthy and learn. While we encourage academic excellence amongst students, a major part of achieving this goal is directly related to having a well-nourished mind.

Realising the importance of nutritious food in a student's day, we support holistic nutrition programmes at our partner schools. This includes breakfast, fruits, mid-day meals, snacks and lunch for the students.



Over **475** students impacted across **two** schools




Vidya School, Gurugram



Shishu Mandir, Bengaluru





5h.

For Better

Integrity

FOCUSED SUPPORT AT SCHOOLS

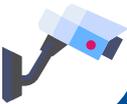
Infrastructure support

Providing good infrastructure facilities such as well-lit and airy classrooms, comfortable furniture, well-equipped laboratories, updated IT equipment, school transportation, sports and extra-curricular facilities etc. are key elements for schools to ensure they are creating a conducive learning environment for students. Over the years, we have worked towards strengthening the infrastructure of the NGO run schools we work with.



Over **3700** students impacted across **six** schools

Our support in 2019-20 included:

 Furniture for classrooms	 Furniture for staffrooms	 CCTV cameras	 Sports equipment	 Audio-visual equipment	 Vehicles for transporting students
 Solar panels for a school	 Bio-digester for managing wastewater	 Refurbishment of a sports ground	 Equipment for the Science lab	 Water cooler	 Carpets for a school hall



Phew, it is so difficult to walk in this weather.

I am already tired. I will definitely sleep through history class.

I have exciting news! We have a new school bus.

That is great! Now I can come to school comfortably without worrying about sleeping in class.

Hey, did you know that all Aspire girls can avail the school bus service as part of the scholarship.

Wow! So we don't have to worry about staying back for extra classes.

The new school bus is such a relief. Now I don't have to worry about my daughter's safety.



Akhil Bansal (Deputy CEO, KPMG in India) at the inauguration of the bus donated to Literacy India, Gurugram



Shalini Pillay (Office Managing Partner - Bengaluru, KPMG in India) at the inauguration of vehicle donated to Shishu Mandir, Bengaluru



School bus supported at Vidya School, Gurugram



6.

Scholarships



For Better

KPMG in India has partnered with **Foundation for Excellence in India (FFEIT)** to sponsor scholarships of 10 academically gifted and financially deserving girl scholars in Bengaluru, Chennai, Pune and Delhi NCR pursuing degrees in Engineering (B.E. and B.Tech). FFEIT is committed to helping economically disadvantaged and academically bright students in India accomplish their goals of pursuing higher education.



Mukul Madhav Foundation established in 1999 is a Public Charitable Trust known for its charitable activities in the healthcare, social welfare, and education sectors. We continue to sponsor the education of **six academically meritorious girls** studying across grades one to 10 at the Mukul Madhav Vidhalaya school in Ratnagiri, Maharashtra.



Literacy India is an NGO that focuses on educating underprivileged women and children, thereby empowering them to become self-reliant and employable.

In 2019-20, we sponsored the education of 100 students at their school in Bajghera, Haryana. In addition, we also provided a school bus for the students.



7.

Empowerment through education (2E)

The Empowerment through education or the 2E programme, which began in 2012, extends our lifelong learning focus to all of our housekeeping and security staff at our offices. The programme supports the continued education of their children from school through college.

Our support includes:



School and college fees



Books



Life-skills training for the staff



Educational visits for staff members and their families



Over **250** students impacted in 2019-20

8.

Aspire

a. About the programme

Background

Our commitment to SDG-4 means that we are also looking hard to reach vulnerable people, particularly women and girls. Realising the gender bias that often affects the education continuum of girls in our country, our Aspire programme specifically targets to empower young disadvantaged girls who are also first generation learners in their families.

Aspire helps girls to become professionally qualified and thereby employable. We believe that the economic independence so obtained by the girls will help elevate not only their immediate family but also impact their future generations.



Objective of the programme

Girls' education is not limited to a classroom. It is about holistic development of the girls, in a manner where they are empowered to take on challenges of the changing world. We are aware that girls face multiple disadvantages arising due to gender discrimination and economic disparity. This when coupled with living in remote locations or belonging to an ethnic minority, further hinders their chance to quality education. Therefore, alongside enabling education, it is important to focus on making the girls confident and courageous to pursue financial independence.

Our impact in 2019-20



Our approach



INSPIRE



ACT



ACHIEVE



b. Our support

School and college fees



Life skills training



Soft skills training



Training in IT and spoken English



Support for extra classes

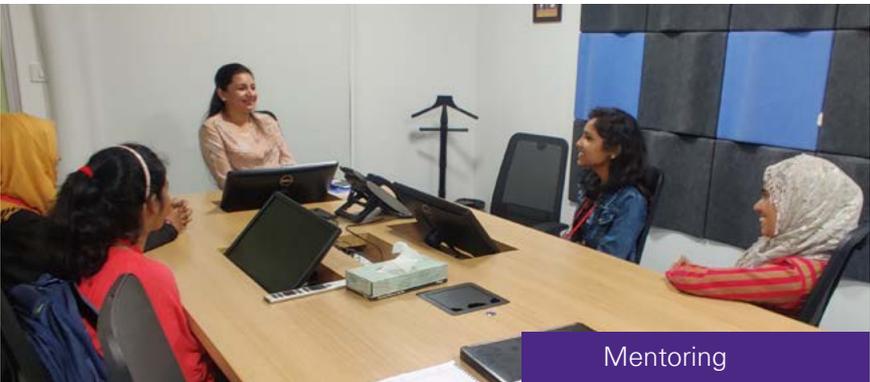




Career counselling



Aspire Meet



Mentoring



Counselling for students and their parents



Educational visits



Extra-curricular activities

c. Stories of change

INSPIRE



As a part of the training sessions we attend, I along with other Aspire students had gone to Delhi Rock for an indoor rock-climbing activity. I was very thrilled when I got to know about this because I love sports, and this opportunity sounded like an adventure to me.

When we reached Delhi Rock and the trainers asked us to climb a 30-foot tall wall, I got nervous, but I decided to go ahead anyway. The first time I did good, I was able to climb a decent height. However, the next couple of times, I performed lousily while my other classmates did so much better than me.

This small failure was an embarrassment to me because I am better at sports than most of my classmates. However, I did not give up and turned that moment of embarrassment as a source of motivation and tried to climb the wall again. This time I was determined to climb the highest and I did! That day I realised one important thing, that a person should never lay back but keep growing with the present moment towards a bright future.



Deepa Thapa
Aspire student, grade 10
Om Foundation, Noida





ACT

I remember my excitement when I got to take my first ever flight from Bengaluru to attend the Aspire Meet in Delhi. I aspire to become a pilot and I think my experience during the Aspire Meet is the beginning of my journey to achieve my dreams.

During the career counselling session on job opportunities in the aviation industry, I got so much clarity that I felt confident to make a structured plan to achieve my goal. This was the reason why I opted for Science and Mathematics as my core subjects in grade 11.

During my flight back to Bengaluru, I was thrilled to meet a pilot who was travelling with us. I was so excited to see him in his uniform that I could not stop myself from talking to him. He told me how he prepared to become a pilot and how I can apply to various colleges that also provide scholarships. Amongst all the wonderful things we got to experience during the meet, this definitely was the highlight of my trip.



Vishaylakshi

Aspire student, grade 11
Shishu Mandir, Bengaluru





I opted for Science and Mathematics as my core subjects in grade 11



I took my first ever flight from Bengaluru to Delhi



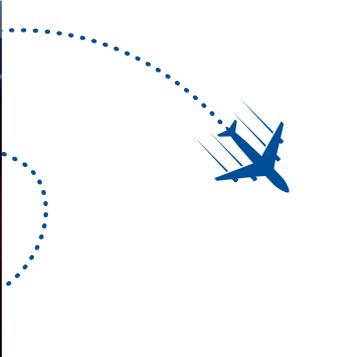
I took my first ever flight from Bengaluru to Delhi



I attended a career counselling session on aviation at the Aspire Meet held at the KPMG in India office



I interacted with a pilot on my flight back to Bengaluru and got to visit the cockpit as well



ACHIEVE



I vividly remember my visit to the KPMG in India office in Mumbai. Just after a few visits for my Aspire sessions, I made up my mind that I would want to work here someday. Little did I know that day was not far away. With help of the Aspire programme, I got several opportunities to make this dream come true.

My journey began by undergoing several training sessions that helped me improve my English proficiency, IT, life skills and soft skills.

During my school days, I was very confused about pursuing my career and my mentor talked me through it, made me realise that I could do it, and nudged me on the right path. At that moment, I realised that no amount of skill or talent is good enough unless you channelise them in the right direction.

With a focused mindset, I worked hard and got admission in SMT MMP Shah Women’s College, Mumbai. After completing my course, I got a job opportunity at KPMG in India. I had two rounds of interview, and surprisingly I was not nervous. In fact, I was excited and confident about the interview because each and every mentoring session and trainings had prepared me for this day.



Shilpa Sharma
Aspire Alumna
Analyst - Financial Risk
Management
KPMG in India

Shilpa joined the Aspire programme as part of our first batch in 2014.



d. Aspire Meet 2019



We realise that each one of us is a sum total of our life experiences. It is our life experience that moulds our personality and influences our decisions. To provide our Aspire girls too with experiences that can provide them with a better understanding of the external factor in the world and influence their future decisions we conduct an annual Aspire Meet. The event took place in November 2019 where 39 students from grade 11 travelled from four cities to Delhi, to be a part of a three-day life-enriching experience.

The event is purposed to enhance **exposure**, ignite **curiosity** and strengthen **confidence** of the students.



Students take their first ever flight to Delhi



Ira Gupta Tuteja (Advisor – Corporate Citizenship, KPMG in India) welcomed the students to the Meet

The girls also interacted with the leadership at KPMG in India, who shared their own life experiences and encouraged the girls to pursue their dreams.



Students got an opportunity to interact with the senior leaders of the firm



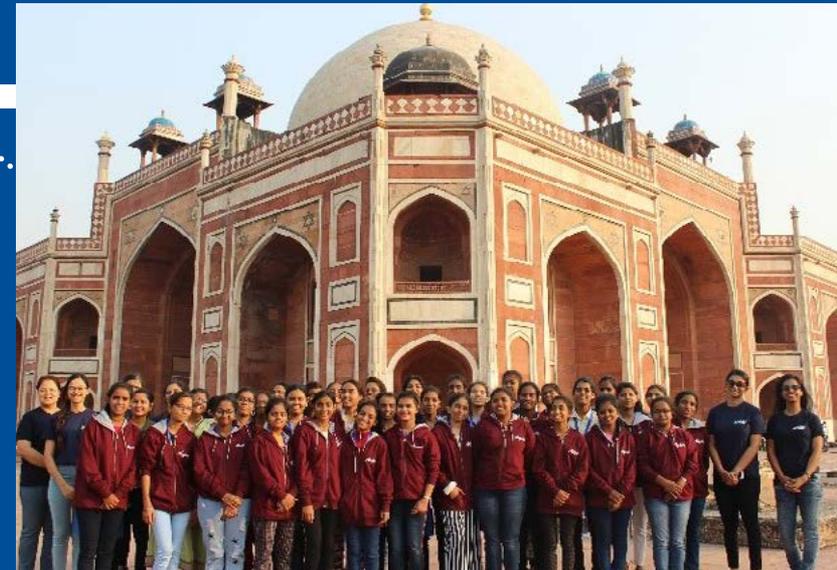
Students attended the career counselling session by Brij Gopal Gupta

During the career counselling sessions, they were introduced to tools such as goal identification and career planning. This included discussing career prospects with experts from various sectors such as Banking, Chartered Accountancy, Aviation, Teaching, Armed Forces and Public Sector Units.



Students at Snow World

To provide the girls a more cultural experience, they visited several iconic places in Delhi, such as the Rashtrapati Bhavan and Humayun's Tomb, and enjoyed an enthralling theatre performance.



Students at Humayun's Tomb

9.

Green initiatives

To address the issue of climate change and to reiterate our commitment to the environment, we invest in diverse projects across the country. We also encourage our people to reduce their individual carbon footprint and be more environmentally responsible.

Some of our recent initiatives include:

1. Workplace efficiency

- Eliminating single-use plastics
- Recycling waste paper
- Efficient waste segregation
- Technology efficiency

2. Regular tree planting drives

- We have planted over 17,800 saplings since 2015



For Better Together



Join the firm's initiative and say no to plastic

<p>Plastic cups</p>	<p>Plastic bottles</p>
<p>Plastic cutlery</p>	<p>Plastic disposable plates</p>

Say NO to plastic

G.Y.O.B

Get Your Own Bottle

Environment friendly practices implemented across all our office cafeterias.

We practice waste segregation by using wet and dry bins.

Single use plastic utensils are replaced with biodegradable materials.

Volunteers are awarded reusable bottles to encourage green practices.



We have eliminated plastic bottles from entering the ecosystem by replacing them with glass water bottles and tumblers.



To avoid excess use of paper, our computers have double-sided printing set to default. We also recycle the waste paper from most of our large offices.



Our people support the goal of being environmentally sustainable by participating in regular tree planting drives.

I enjoy getting my hands dirty for a good cause.

By planting more trees we do our bit to #BeatAirPollution



Volunteers and their families are also encouraged to carry reusable water bottles for activities.



Volunteers at a tree planting drive in Delhi, NCR



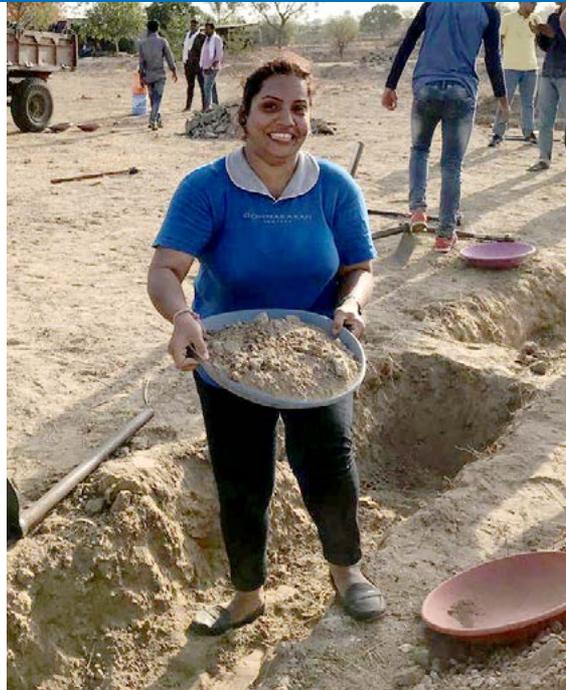
Volunteers and their families participate in tree planting drives in Bengaluru and Mumbai

Construction of a water shed

Over 60 employees from KPMG in India volunteered to build water trenches in Sayambachi Wadi and Wadzire villages located in Maharashtra. This was done through the association of our Sustainability and Infrastructure, Government and Healthcare (IGH) practices with Paani Foundation as part of its Satyamev Jayate Water Cup 2019. The efforts made by our volunteers contributed to the creation of approximately 120,000 litres of water storage capacity. The residents of these two villages, who were earlier grappling with the issue of water crisis, received a big boost in their efforts towards fighting drought and becoming water-abundant. Through the efforts of this initiative by Paani Foundation, the trenches made in Sayambachi Wadi spread across 13 kilometres and resulted in the collection of six lakh litres of rainwater, assuming it rained at least five times.



Before



After



10.

Enactus

Enactus is an international nonprofit organisation. It is a community of students, academics and business leaders that uses the power of social entrepreneurial action to make a sustainable difference in communities.

KPMG International has been supporting Enactus for 20 years in over 25 countries. Arun M. Kumar is the Chairman of the National Advisory Board of Enactus India and a member of the Enactus Worldwide Board.

Partners and Directors at KPMG in India, mentor college teams on their projects. They utilise their multi-disciplinary skills and deep leadership ability to guide students to channelise their energy and enthusiasm into practical ideas. Utilising their vast and varied knowledge, our leaders maximise the potential of these budding social entrepreneurs, helping them reach strategic decisions and run sustainable businesses.

Together

Courage

Integrity



Over **40** KPMG in India senior leaders mentored over **50** Enactus college teams



Arun M. Kumar (Chairman and CEO, KPMG in India) addressing the audience at Enactus World Cup 2019 in San Jose, California



The winning team from Indian Institute of Technology, Delhi at the Enactus India National Symposium and Competition 2019

Akhil Bansal (Deputy CEO, KPMG in India) announcing the Business Ethics Grant at the Enactus India National Symposium and Competition 2019



Holistic support to college teams enables self-sustainable social projects

Integrity

We encourage students to incorporate ethical practices in their projects through the Business Ethics Grant

Excellence

We organise training on topics such as team management, presentation skills and communication skills

Courage

We encourage students to think and act boldly by making a difference in the community

Together

We guide students on how to work together as a team as well as with the other project stakeholders

For better

We guide students on how to improve their business processes and make their projects self-sustainable



Senior leaders from the firm mentor various college teams on their Enactus projects

How does Enactus tie in with our Corporate Citizenship agenda:

UN SDG 4.7 states:

By 2030 **ensure all learners acquire knowledge and skills needed to promote sustainable development**, including among others through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development.

We believe that our support to Enactus, while it is aligned to SDG-4, enables us to drive sustainable growth in many other SDGs.

For instance, the Enactus India college teams have successfully implemented about 41 social projects impacting SDG-3, and about 60 projects that impact SDG-5.



1. Sustainable Development Goals, United Nations, accessed on 10 July 2020 <https://sustainabledevelopment.un.org/sdg4>



College teams showcase the impact of their projects at the Enactus India National Symposium and Competition 2019

11.

Volunteering

Volunteering through any community giving initiative can often provide one with a great sense of achieving their higher purpose, having made a positive and long-lasting impact directly towards the beneficiaries.



Volunteers from our Physical Security Advisory Services team conducted sessions on fire safety and basic security in Bengaluru, Mumbai and Chennai



Our volunteers participated in the e-Vidyaloka 'Joy of Teaching' week where they interacted with over 900 students from rural government schools through video conferencing. They discussed topics ranging from Mathematics, space, Science, environment, hygiene, career guidance and storytelling among others.

For Better

Together

Courage



Volunteers along with their families honour the Gandhian value of cleanliness by participating in the Plog Run (a cleaning drive) organised on Gandhi Jayanti

Our people are encouraged to involve their family members to volunteer as well

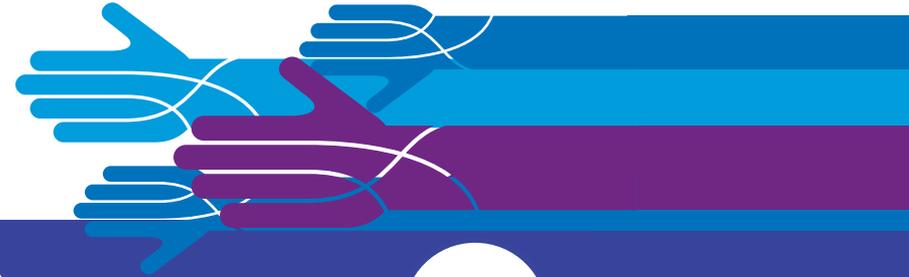
In 2019-20, our volunteers along with their families, contributed over **82,000** hours towards community development, through their hands-on participation in more than **660** volunteering activities organised through the year.

Fund-raiser organised by volunteers to support requirements at Shishu Mandir and Shishu Home (orphanage), Bengaluru



Actively participating in volunteering initiatives fulfills our people's passion to engage with communities and make a lasting, sustainable impact on the society.

a. Volunteering activities



Mentoring Enactus teams



Counselling and mentoring



Training on soft skills



Session on health and hygiene



Session on constitutional rights



Educational visits



Green initiatives



Refurbishment of school infrastructure



Marathons and other sports related activities



Carnivals

b. Employee recognition

We engage our people in volunteering activities that enable them to utilise their unique skill sets towards making a difference in the community. To acknowledge their contribution towards our initiatives, we have the following awards:

- i. Citizen of the year
- ii. Encore Outstanding Volunteer



Dudhsagar Shambhuche
has the award second
time in a row



i. Citizen of the year

In conversation with **Dudhsagar Shambhuche** (Assistant Manager – Risk Consulting, KPMG in India)

In 2019-20, you participated in more than 75 per cent of all volunteering activities organised. How did your volunteering journey start and what continues to motivate you towards giving back?

When I first volunteered for an activity at Vidya School Gurugram in 2011, I had a vague notion of what volunteering or community service would be like. Hesitantly I jumped in and discovered this new avenue. What I realised is that volunteering helped me cultivate empathy and understanding of fellow humans better. I am glad I got a chance to associate with the

community and give my time, because I feel better about myself knowing that I helped others. Corporate Citizenship initiatives give me several opportunities to volunteer and I look forward to participating every weekend.



The annual award is given to an employee who:

- contributes maximum number of volunteering hours in a year across the firm
- shows exceptional commitment towards community initiatives
- makes additional efforts to empathise with the beneficiaries
- encourages colleagues and peers to volunteer.



Arun M. Kumar (Chairman and CEO, KPMG in India) presenting the award for 2018-19

You have received the Citizen of the year award second time in a row. What motivates you to continue volunteering with such dedication, while managing your work priorities?

In 2014, during a volunteering activity, I got a chance to interact with the son of one of our office support staff members. When I asked the little boy what he wants to do in life ahead, he coyly said that he wants to have a respectable job in a big corporate office like KPMG in India. Hence, he wants to get a good education and work hard.

That conversation made me realise the importance of my role as a volunteer. We must make the best of the opportunities we get to interact with the students and assist them in whatever manner possible to achieve

their dreams. Ever since, whenever I register to volunteer in any Corporate Citizenship initiative, I plan my work for the weekend prioritising the activity over office work and not the other way around.

How has volunteering affected you personally and what have you gained from 'giving back'?

I am an introvert and tend to stress out during long social interactions. Due to my work profile, I must often venture out of my social comfort zone and connect with various people. Volunteering not only gives me a chance to relieve my stress but over time it has also helped me to learn more about myself. This has in turn helped me to connect socially, emotionally and practically with people in a better way. I have gained a unique sense of purpose and broadened my perspective on life.



Dudhsagar contributed over **220** hours towards community initiatives in 2019-20 and has won the award second time in a row.





ii. Encore Outstanding Volunteer

The award is given to employees for contributing maximum number of volunteering hours in a quarter in their region.

Some of our outstanding volunteers share their jOSHful stories on how they are living the KPMG values by contributing their time and efforts to the Corporate Citizenship programme.

“

Integrity

Visiting Shishu Mandir, Bengaluru on weekends to conduct story reading sessions has become an integral part of my life. I do not leave any opportunity to attend these sessions. I think that learning should be made fun for students, and with that ideology in mind I regularly visit the school to read English stories to the students. Through my interactions, I also try to inculcate in them the values of honesty, respect towards each other, hard work, cooperation and most importantly doing what is right. I feel that these set of values, if taught at an early age, will help the students in becoming better individuals and citizens.



Vamsi Reddy Alla
Associate Consultant, Forensic
KPMG in India
Award winner, South, Quarter 2, 2019-20

“

Excellence

I work on projects through the week, giving my very best to clients, and on the weekend, I am able to utilise my Design Thinking skills to make a difference in the community. My best experience so far has been with the ‘I Can Challenge’ for Taraben Master English School, Mumbai students. I realised it’s much easier to conduct a workshop with senior client management, than with 11 year old students! Mentoring these students required me to mould my approach and personality to create a bond with them. The ideas they came up with were truly out of the box and exhibited freedom of expression in the true sense. There was this one instance during the project where we required prototyping skills, sewing skills, speaking skills, and the students really rose to the occasion. It was a moment of pride for me when the results were out, and they proved their mettle nationally, being selected in the top 20 teams across India.



Unnat Khetan
Senior Consultant - NDT- Intelligent
Automation,
KPMG in India
Award winner, West, Quarter 2, 2019-20

”

“

Courage

One day at a story reading session at Taraben Master English School, Mumbai, I came across a student who was reading softly. No one in the class could hear the girl's voice. I encouraged this struggling reader to follow the words with her finger across the page as she read. I also helped her recognise phonetics and to pronounce unfamiliar words. After a few weeks of patient and consistent coaching, she was able to read out loudly and I really appreciated her courage to do so in front of her class. The next time I visited the school, she came up to me and gave me a chocolate to thank me for teaching her those simple yet key aspects of English reading. That moment really stood out for me. I realised that giving time towards making a difference to others gives my life more meaning and teaches me to be more generous. Now I also encourage my three year old son to accompany me to these volunteering activities.



Pritam Knox

Manager - IT Advisory,
KPMG in India
Award winner, West, Quarter 3, 2019-20

”

“

Together

The Plog Run activity was conducted on Gandhi Jayanti, to uphold the Gandhian value of cleanliness. Through this activity we were to collect garbage while jogging around a certain perimeter. Initially I was a little skeptical about the event as I have never engaged myself in any such drives before. However, as soon as I reached the venue I saw a large group of enthusiastic volunteers, in high spirits even on a chilly winter morning! Slowly I started with the activity and as I saw everyone was helping each other to execute the task I felt a sense of togetherness. After quite a good hustle, the activity came to an end. I collected a total of 5.5 kgs waste. If it wouldn't have been the spirit of all the KPMG volunteers, I wouldn't have been able to execute this activity successfully.



Abhishek Shukla

Analyst - Risk Consulting Sustainability,
KPMG in India
Award winner, North, Quarter 3, 2019-20

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“

For Better

One weekend, I volunteered to accompany students from our partner school for a screening of the movie Mission Mangal (based on India's mission to Mars). I bonded with a group of teenage girls and was privy to some of their conversations. The movie was inspirational and I saw their eyes sparkle as they witnessed science being glorified on the big screen. Bengaluru is home to the Indian Space Research Organisation, and being in the same physical location as the centre of the story really sparked their curiosity and interest. I remember one of them had earlier mentioned that she was confused about her subject choices for the next year. Post the show, she excitedly pointed to the lead scientist in the movie and said, "I want to be like her when I grow up!". Her definitive answer made this event such a huge success and I am so proud to have witnessed the moment that could be someone's life altering decision!



Adity Bhattacharaya

Associate Consultant - Financial Risk
Management,
KPMG in India
Award winner, South, Quarter 4, 2019-20

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12.

Responding to disasters

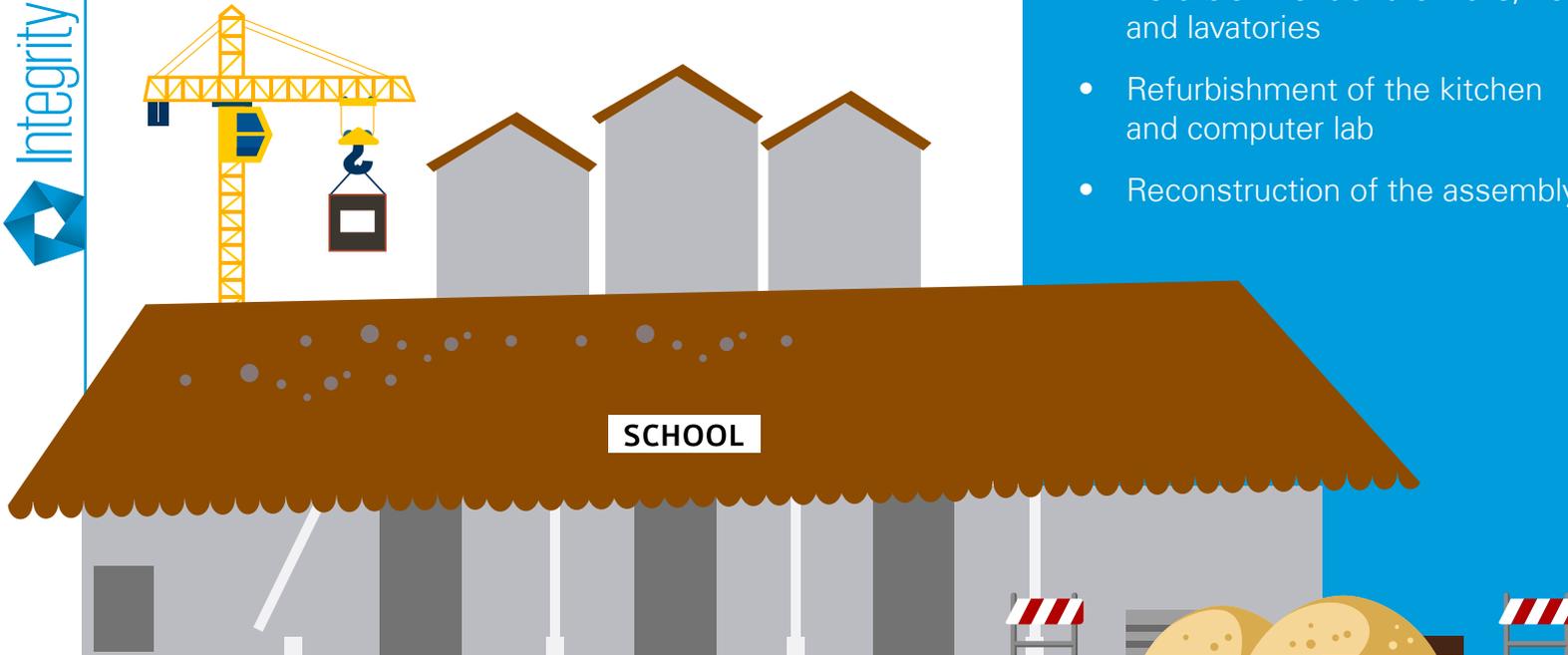
Devastating natural disasters are occurring all around the globe with increasing frequency, exacerbated by climate change. In recent years, our disaster response strategy has evolved towards making a greater and lasting difference.

We seek to not only provide immediate help, but also work with NGOs to provide long-term solutions to people affected by natural disasters.

For Better



Integrity



Coorg (Karnataka) was affected by torrential rains in 2018 affecting the livelihood, education and shelter of people in that area. Over 30 schools were damaged and in urgent need of refurbishment. KPMG in India supported the refurbishment of two schools in Madikeri, Coorg.

Our support included:

- Reconstruction of the school building
- Refurbishment of the walls, floors and lavatories
- Refurbishment of the kitchen and computer lab
- Reconstruction of the assembly area

When the disaster hit:



Restoration in progress:



School buildings after completion:



GHPS school Mekeru and GHPS, Kaggodlu schools in Coorg, Karnataka

13.

Nation building

Project ASMITA**#KPMGjOSH: Breaking the bad on the menstruation taboo. Period.**

In many regions in India, menstruation is still associated with a sense of 'hush-hush' even as we leap into 2020. Such repressive attitudes tend to impair women's health and self-esteem. In fact, a lack of access to sanitary napkins has been known to have devastating health consequences, especially in rural areas.

The Rural Development Department, Government of Maharashtra envisaged a special scheme to create awareness about menstrual hygiene and developed the 'ASMITA' brand of sanitary napkins which aimed to not only be affordable but also easily available through the women Self-Help Group (SHG) network of Maharashtra State Rural Livelihoods Mission (MSRLM). KPMG in India's Infrastructure Government and Healthcare team supported in implementing the ASMITA Yojana (meaning pride and self-respect) in March 2018. The project aimed to establish an efficient channel for distribution of affordable, good quality sanitary napkins to rural women and adolescent schoolgirls.



The team's exemplary approach and experience of managing large-scale government programmes helped present a solution. This was accomplished by understanding the project's scale, onboarding relevant manufacturers, multi-stakeholder management, and digitising buying and selling. All this, however, did not come easily.



Distribution of sanitary napkins to adolescent girls across Balgruhas

The engagement team at KPMG in India encountered various barriers associated with menstrual hygiene across the state, including lack of last-mile connectivity. They also found that the women targeted by the initiative avoided purchasing sanitary napkins from retail stores or chemists manned by male salespersons due to the unwanted stigma. To overcome an array of grass root level issues, the team worked tirelessly with MSRLM to leverage the strong network of women Self-Help Groups to sell and distribute napkins by reaching out to beneficiaries.

So far, nearly three lakh school girls in Maharashtra have been provided with ASMITA beneficiary cards and nearly 29,538 SHGs have registered for the scheme. After being associated with the project for over two years and witnessing sale of more 16.5 lakh sanitary napkin packets worth INR4.5 cr, the impact is still visible through overwhelming responses the team continues to receive from the SHGs and their beneficiaries. Gratifying moments like these keep the team's #JOSH alive and motivate them to innovate and deliver consistently.



Discussion with stakeholders



Use of Asmita UMED mobile app by women SHGs



Sale of napkins during exhibitions by women SHGs

14. Leading by example

Aspire

I have interacted with the Aspire girls during the Aspire Meet organised over the last two years. I am delighted to note that these girls are focusing on their education and aspiring to achieve professional qualifications to become financially independent. I truly believe education can pave their path to not only achieve success in their personal life but also contribute to nation building.

I am proud of the KPMG Aspire programme which assists all these chosen young girls from 9th grade when they are in school, till the time they become professionally qualified and attain employment. I wish them all the very best.

Akhil Bansal

Deputy CEO, KPMG in India



Akhil Bansal addressing students at the Aspire Meet 2019

“

In the firm's endeavour to contribute towards empowerment of women, the Aspire programme provides the crucial first step by educating the girl child and guiding young girls to channelise their potential to become professionally qualified and financially independent.

In the past two years, many of the Aspire students visited New Delhi on an awareness visit. As it was their first experience of travelling by air and staying in a hotel, we ensured their safety and security while they enjoyed the hospitality. The travel and visit to key places in the capital city not only instilled national pride, but also helped build their self-confidence and provided them motivation. The Aspire programme strongly aligns with our values of making communities and societies a better place.

Brigadier Harpreet Singh Kaura (veteran)

Executive Director - National Administration, KPMG in India



”

Aspire



Shalini Pillay with her group of Aspire students whom she has been mentoring since 2014

I was assigned as a mentor to the first batch of Aspire students in 2014 when we started the programme. When I met my mentees over lunch in February this year I couldn't help marvel at the transformation I witnessed.

They have turned from giggly teenagers who were intimidated by the office environment, where we used to have our initial meetings, to self-assured young women having a quiet confidence, a sense of

direction and unafraid to voice their thoughts. Two of them will graduate this year and it gives me great sense of pride to see the strides they have made in the last six years.

Shalini Pillay

Office Managing Partner - Bengaluru, KPMG in India
Aspire mentor



The group of Aspire students mentored by Shalini Pillay when they joined the programme in 2014



Aspire

“

I have personally learnt so much through this experience. It is truly humbling, as it makes you realise that the environment, the knowledge and experience that you have, should not be taken for granted. We owe it to the society to guide these young girls so that they can emerge as leaders for tomorrow.

A big thank you to the Corporate Citizenship team for all that they do and for making me a part of their initiatives.

Mridulla Khatri

Executive Director, Risk Consulting Management
KPMG in India



As a mentor, Mridulla Khatri guides the Aspire students on their career aspirations and academic performance

”



Vandana Chopra (Executive Director – Markets, KPMG in India) has been a part of the Aspire Meet for the past two years. During the Aspire Meet 2019, Vandana advised girl students on the importance of financial independence.



Nitin Atroley (Office Managing Partner, KPMG in India) has been a part of the Aspire Meet for the past two years. During the Aspire Meet 2019, Nitin spoke to the students about balancing extra-curricular activities with their studies to develop a well-rounded personality.

Global Cyber day

“

When my daughter turned 10, I witnessed her becoming a digital native. Being a cyber security professional, I felt concerned about the risks children face in cyber world if they do not know how to protect themselves. This fueled my desire to harness the global network of cyber professionals to educate as many children as possible around the world and enable them to protect themselves against the growing cyber security risks.

While, Global Cyber Day (GCD) started as a global programme, I never imagined that this will achieve such heights. I hear GCD has inspired many of our clients also to be part of this programme and contribute to our communities. I feel blessed to be part of KPMG, which provides a wonderful platform to scale simple ideas to global missions.

Akhilesh Tuteja

Global Co-Leader,
Cyber Security and Partner, KPMG in India



Akhilesh Tuteja interacting with students during a session on cyber security

”

Enactus

Mohit Bahl (Partner - Risk Consulting, KPMG in India) has been actively mentoring the Enactus team from Ramjas college on their social projects since 2013.



Enactus



Since 2013, **Balraj Singh Hora** (Senior Advisor - Finance, KPMG in India) has been mentoring two Enactus college teams on building sustainable entrepreneurial projects



Balraj Singh Hora mentoring the Enactus team from Sri Guru Gobind Singh College of Commerce



Being deeply entrenched in making a difference to the communities we operate in, has been an important philosophy for KPMG in India as we enter the 26th year of our presence here.

Our Enactus partnership helps us witness how today's youth use education as the passport to creating a better tomorrow for our nation. This coupled with their entrepreneurial spirit and agility holds abundant promise for the future. I have had the privilege of being an advocate of the learning voyage of many bright young minds who have amazed me with their idea quality and impact extra-ordinaire.

Unmesh Pawar

Partner, Head – People, Performance and Culture
KPMG in India



Unmesh Pawar at the Enactus India National Symposium and Competition 2019

Enactus

Senior leaders from KPMG in India addressed the college students at the Enactus India National Symposium and Competition 2019, at IIT Delhi

Atul Gupta

(Partner and Head - IT Advisory Services, KPMG in India) spoke about India's journey towards cyber security and digital inclusiveness



Sushant Rabra

(Partner – Digital Transformation, KPMG in India) spoke about digital sustainability



Ramendra Verma (CEO, KPMG India Egypt JV) spoke about how the Government Advisory practice works towards helping the Indian government with achieving better outcomes and creating social value



Gaurav Mehndiratta (Partner and Head – North India, Corporate and International Tax, KPMG in India) at the Enactus India National Symposium and Competition 2019 along with the Enactus team from Sri Ram College of Commerce who were the first runner-up. He has been mentoring the team since 2013.

Infrastructure support

The Central Procurement Team at KPMG in India led by **Vivek Pratap Singh** has been instrumental in helping us procure all infrastructure related resources

Devang Bhandari (Partner – Deal Advisory & Strategy; Corporate Citizenship Leader, KPMG Global Services), **Vivek Pratap Singh** (Executive Director – Central Procurement Team, KPMG in India), **Rashmi Misra** (Founder and Chairperson, VIDYA Integrated Development for Youth and Adults) and **Ira Gupta Tuteja** (Advisor - Corporate Citizenship, KPMG in India) at the Vidya School, Gurgaon



Importance of holistic approach at schools



“

Music helps young students to appreciate fine arts and enables lateral thinking, using both left and right side of the brain. Creative process is needed even in a corporate career.

I was glad to know that Taraben Master English School, Mumbai understood how music can contribute towards the holistic development of students and took my recommendation to include music as part of their curriculum.

Pradeep Udhas

Office Managing Partner – West
KPMG in India

”

Volunteering



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I have come to know this as true – in my success, there have been countless contributions of many unknown others. When I give back to our community, I am only repaying a small part of this generous bounty bestowed on me – so very lovingly and without any expectations! I feel blessed to have both the ability and the inclination to help others.

Hitesh Gajaria
Partner – Tax, KPMG in India

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At KPMG in India, whilst we are committed to providing extraordinary services to our clients, we always recognise and remember our obligations towards our society at-large. Keeping this in mind, we constantly encourage professionals within the Risk Consulting team all over India, to be a part of Corporate Citizenship initiatives.

We also encourage people with keen interest in any specific learning intervention, to curate activities that could empower students. In the past, volunteers from the Risk Consulting team have not only actively participated in several volunteering initiatives, but also come forward to conduct special events such as Christmas carnivals and sessions on Safety and Security - dealing with emergency situations like fire hazards.

Moreover, it is encouraging that even family members take part in various volunteering events like KFFL reading sessions and Aspire mentoring.

Ritesh Tiwari
Partner – Forensic, KPMG in India



”

Volunteering



In addition to regularly volunteering in Corporate Citizenship initiatives, Shakun Kohli also mentors students from our Aspire programme.

“

I believe in Together and For Better and so I encourage my team to participate - whether it be a team volunteering activity or nurturing aspiring mentors on my team by inviting them to my mentoring sessions. I have always seen volunteers coming back happy from the experience and have always found diverse perspectives on improving the quality of our mentoring sessions.

Shakun Kohli
Partner - Deal Advisory, KPMG in India

”



Rahul Rekhi (Partner - Advisory Services, KPMG in India) and his team were instrumental in organising fun-filled Christmas carnivals for the students from our partner NGO schools in Bengaluru, Chennai, Delhi, Hyderabad and Mumbai.

Corporate Citizenship team at KPMG in India

Ira Gupta Tuteja – Advisor

North and East:

- Ankita Saumya – Executive
- Donita Dickson – Manager
- Pritika Chand – Associate Director

West:

- Chhaya Kundar – Associate Director
- Farnaza Governor – Assistant Manager
- Rufina Fernando - Executive

South:

- Cheryll Philips – Associate Director
- Naveen Surya - Executive
- Vahini Malhotra – Assistant Manager

Acknowledgement

Markets and Compliance team

- Anupriya Rajput
- Biswajit Das
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