



Our commitment to accessibility

November 2021

At KPMG, we are focused on fuelling the prosperity of New Zealand. By prosperity, we mean shared wealth and lasting wellbeing for all of us. This vision is more than a goal - it's a reason for being. In order to deliver on this vision, the firm must attract, develop and retain the very best people, while creating a supportive workplace environment in which all can flourish. We know that our ability to successfully maintain this environment requires that our people be as diverse as the clients we serve and the communities in which we live and work.

Our commitment to inclusion and diversity

Respect for the individual is one of KPMG's core values, which represent what we believe in and who we aspire to be.

Our National Inclusion and Diversity Council is responsible for providing focus on I&D initiatives in New Zealand. Formed in April 2016, the I&D Council has a set of strategic objectives which explain how we as a firm are working to achieve our goal of becoming a diverse and talented firm that is representative of New Zealand society.

With one in four New Zealanders being affected by physical, mental or other impairments, an inclusive organisation (and society) must value people with disabilities, recognise their accessibility needs and provide a supportive environment.

Commitment to comply with relevant disability legislation

KPMG is committed to protecting our people from discrimination by complying with all relevant accessibility and disability legislation. In particular, we commit to ensuring that our organisation complies with the Human Rights Act 1993, the New Zealand Bill of Rights Act 1990 and the New Zealand Public Health and Disability Act 2000.

In addition, we are committed to ensuring our compliance with the Accessibility for New Zealanders Act which is likely to come before Parliament in the next year.

We also commit to removing barriers which could negatively impact people with disabilities, and consulting with our people and other stakeholders, who may be affected before decisions are made on matters of accessibility.

Commitment to improve accessibility and inclusion

In November 2020, KPMG launched its national Accessibility Network ("KAN") to help the firm foster a work environment that recognises the impact disabilities can have on an individual's life, both at work and in the wider community. KAN is part of the wider KPMG Inclusion & Diversity network and strategy.

KAN's purpose is to ensure that KPMG New Zealand provides equal career prospects, employment opportunities and quality of work-life to people living with disabilities. As well as this, KAN acts to highlight opportunities for KPMG and its employees to volunteer and support the disabled community, thus in turn helping to fuel the prosperity of this sector.

In March 2021, KPMG joined the Accessibility Tick programme. Membership in this programme gives us the support we need to identify a wide range of accessibility issues and provides KPMG with a framework for continuous improvement. The Accessibility Tick Programme also holds us accountable to our accessibility goals, ensuring we consistently work to improve our business practices.

Through the Accessibility Tick Programme, KPMG New Zealand will work to improve our accessibility practices in the following key areas:

- Organisation commitment
- Physical environments
- Recruitment and selection
- Employee support and workplace adjustments
- Communication and marketing
- Products and services
- Information Communication Technology
- Career development
- Suppliers and partners



Matthew Prichard
Executive Chair – KPMG

1 November 2021

Date

kpmg.com/nz



We are aware that we are very early on in our accessibility journey, but we are committed to working alongside the Accessibility Tick organisation to improve our accessibility and inclusivity.

Our aim is to create a workplace culture where everyone is met with support and a sense of belonging.



Tracy Preston-Lett
Partner & KPMG Accessibility Network Champion

1 November 2021

Date

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavour to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

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