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UK Head of People

## KPMG Annual Review – Transcription

KPMG is nothing without our people. And this year we've invested even more in developing our people and bringing in great talent to help drive our success.

KPMG is a great place to start your career and we've recruited in more than 1,500 students from schools and universities to start their careers with us. We've looked at expanding our apprenticeship programmes. We've got more work experience programmes. And this year we've recruited from even more universities, to make sure we've got great talent with us at KPMG.

And we're also a great place to build on your existing career. Over 2,000 experienced hires joined us. That's up a third on last year. And they've come from a variety of backgrounds. Some have had a career break and maybe worked for KPMG before. Some have joined us from tech giants and others from innovative start-ups.

Investing in learning and development is crucial for us. And we've spent over £27 million on formal learning and development experiences. These help our people gain the skills they need to make sure they're at the top of their fields. But also, informal learning is really important to us. That's mentoring, coaching, learning on the job.

Our partners don't just sit away, tucked up in offices. They work with our people as part of the teams, making sure we're delivering brilliant advice to our clients. We have a high-performance culture and that means at times it can feel intense working as part of our teams.

And the wellbeing of our teams is of the utmost importance to us. This year, we've invested further in new wellbeing support packages, to make sure there's something for everybody, depending on need.

Being comfortable bringing your whole self to work at KPMG is really important to us.

This means we get a diversity of people with a diversity of thought. And that's great for our clients and our people. We've been looking at how you progress and develop at KPMG. And hunting out any barriers to progression.

We've put in place interventions to make sure that everybody can reach their full potential. And these are starting to deliver real tangible results and will continue to be a priority for us going into the next year.

Over 16,000 people trust us with their careers. And we earn this trust by investing in fantastic learning and career development opportunities. All delivered in an environment of an inclusive, high-performance, fair and collaborative culture.