



Our Impact Report 2022

Diving into the future

KPMG in Bermuda



Our commitment

As we present KPMG in Bermuda's 2022 Impact Report, our commitment to our four pillars – Governance, People, Planet and Prosperity – has guided us in driving positive change within our firm and the communities we serve.

We understand that our role goes beyond providing professional services to our clients, and we have a responsibility to use our influence, resources, and expertise to create a more equitable and sustainable world. With this report, we hope to demonstrate our progress and inspire others to join us in our journey towards a better future.

We are in a privileged position to influence and drive change; a position built on trust. We are committed to maintaining that trust by always acting purposefully and transparently, with accountability and integrity.

We would like to take a moment to express our gratitude to our staff for their constant commitment and dedication to maximizing our Impact. Their hard work and passion have been instrumental to our firm and the communities we serve. Without their efforts, the achievements we are sharing in this report would not be possible. Our values encourage our staff to be good corporate citizens, and we strive to accomplish this by remaining committed to our youth, communities, and environment. We seek to lead by example within society while also leading the way for a better world for generations to come.

Within our annual Impact Report, covering January to December 2022, we hope you see the efforts we go to ensure change is being made as we work Together. For Better.



James Berry

Chief Executive Officer



Steve Woodward

Chair
Corporate Citizenship Committee

Value of impact

Donation in hours



960 hours = \$1,042,537
2022

1,226 hours = \$1,151,015
2021

Total impact



\$1,137,492
2022

\$1,251,851
2021

2022 donations in dollars



\$88,355
Donations

\$6,600
Sponsorships and
Annual Memberships

Metrics

In 2022, we have applied the WEF IBC metrics, as well as other reporting frameworks, including the Global Reporting Initiative (GRI) Standards and the UN Global Compact Principles — while reporting against our most material issues. We are pleased to share with you our metrics and measures as of December 31, 2022. Globally KPMG is reporting across similar metrics. You can access that report [here](#).



Governance

100% anti-corruption compliance training completed.



People

Employees by gender and nationalities



73 Female **77** Male **30** Nationalities

Promotions by gender

19 Female **21** Male

Total employee turnover by gender

53% Female **47%** Male

Total employee turnover by age

5% <25 **70%** 26-35 **12%** 36-45 **10%** 46-55 **3%** 56<



35 hours training
on average per staff member for 2022 (Bermuda).

0

serious accidents while at the office.



Planet

Electricity usage

542,185 kWh



Total carbon emissions

548.83 tCO2e

526,711 kWh (2021)

555 tCO2e (2021)

The increase in electricity usage this year is due to more people returning to the office after the pandemic. With a higher number of employees and equipment in use, it's reasonable for a rise in energy consumption and emissions. Although our total carbon emissions have decreased due to less waste, paper procurement and our staff commuting being cut in half by staff choosing to walk or bike into the office.



Prosperity

7 of the 10

available Lift Off Program Staff Accountant positions are currently filled.

12

Internships were offered.

Scholarship values awarded in the past 5 years

\$40,000 2022 **\$40,000** 2021 **\$60,000** 2020 **\$100,000** 2019 **\$100,000** 2018

\$340,000 Total

UN's 17 Sustainable Development Goals

Global corporations are making significant progress on aligning their business strategies with the UN's 17 Sustainable Development Goals (SDGs), and KPMG is following this blueprint to achieve a more sustainable future for all.

We actively pursue the UN's 17 Sustainable Development Goals through our business activity and our corporate citizenship strategy, with particular focus on Goal 4, "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all". Our dedication is demonstrated through our educational outreach and our Lift Off Program, where we help to launch and support the careers of future accountants each year.



Through our investment into educational, environmental, and medical organizations, we can help raise awareness of problems within our society and the issues that threaten the future of our planet as well as guide many towards making a positive and long-lasting impact within our world.

Moreover, our people strive to make a difference on an individual basis, by investing their time or money into different initiatives and organizations, helping to fulfil many of the UN's SDGs. With only seven years left to accomplish our net zero goals it is now more important than ever that we lead by example, inspire change and work collaboratively with members of our community — to make the greatest impact and provide a better future for the next generation.

Our Impact Committees

Here at KPMG in Bermuda, it is vital that we align our Corporate Citizenship strategy with local and global goals, and in our corporate culture, being a good corporate citizen and setting an example within the community.

Therefore, collectively, we strive to make a positive impact by providing development and growth opportunities for our own people and members within the wider community.

Through the committee's support, KPMG can provide skills, influence, and business expertise that help deliver vital information as well as lasting contributions to many local, social, and environmental issues.

Our 2022 Impact Committees



Corporate Citizenship committee



Diversity, Equity and Inclusion committee



Decarbonization committee



Graduate committee



Green committee



Health and Safety at Work committee



Wellness committee



Our mandate and giving

Our employees, to be good corporate citizens, aim to:



Be committed to our communities



Strive towards improving local education, development, health, equitable access to resources, and the employability of Bermuda's youth.



Set an example within Bermuda upon which our peers can be inspired and encouraged to support our local environment and communities as well.

Our giving guidelines

At KPMG we have a policy that limits our giving to registered charities in Bermuda and their local initiatives.

Unfortunately, the firm cannot provide financial support to individuals for overseas journeys and events or for religious organizations. However, we can and are pleased to support specific community outreach programs that are spearheaded by religious-based organizations, for example, food drives or similar initiatives that fall under this remit. We also give to international relief efforts such as hurricanes and other natural disasters.

If you would like your organization to be considered for KPMG's support, as part of our corporate citizenship program, please send a request letter our way, addressed to our Corporate Citizenship Committee Chair (Steve Woodward). Within your letter, please provide us with information about your initiative, the amount (in time or money) you wish to be given, and lastly, supporting documentation (i.e., financial statements, charitable registration).

Requests must be made a minimum of three months in advance of your initiative, activity, or event. Please either send your requests to info@kpmg.bm or deliver them to our offices:

Addressed:
Crown House
KPMG Corporate Citizenship Committee
4 Par-La-Ville
Hamilton, Bermuda HM 08

Our giving philosophy

Here at KPMG, it is fundamental that our corporate citizenship adds value to our community. Our actions and initiatives include:



BERMUDA CHARITIES

Establishing strong relationships with not-for-profit organizations to achieve lasting community impact.



COMMUNITY VOLUNTEER LEAVE POLICY

Encouraging and supporting our people to spend more time in their communities, both during and outside of working hours.



DIRECTORSHIPS AND STEWARDSHIP

Generously giving our senior leadership's time, advice and experience as Directors and officers of various charities and community organizations.



INTERNATIONAL AND LOCAL DISASTER RELIEF

Providing funding, volunteers, and other support during emergencies.



PRO-BONO POLICY

Harnessing our people skills, experience, and expertise, by supporting not-for-profit organizations through pro-bono work engagements.

Contents

At KPMG, Our Impact Plan highlights how we are prioritizing our four pillars: Governance, People, Planet and Prosperity.

This Impact Report outlines our commitments to make business better by managing sustainable growth, creating new value, and building resilience.

In the coming months and years, we will continue to reinforce our commitment to these four areas, not just locally in Bermuda, but also across KPMG globally.

KPMG has pledged to invest US\$1.5 billion into our Environmental, Social and Governance (ESG) agenda over 2021-2024, thus, demonstrating that we intend to stay wholly committed to this cause.



[KPMG Global's newly released Impact Plan](#) outlines our ESG commitments — holding the firm accountable as we progress toward a more sustainable future.



GOVERNANCE

08

Our ideologies and code of conduct governs us in what we do and how we do it. Here at KPMG, we hold each other accountable for our actions.



PEOPLE

12

We seek to prioritize, promote, and support healthy living and continue learning within the workplace through our firm's subsidization of sporting events, its own Wellness Program, and internal youth-oriented programs such as our KPMG scholarships, summer internships, and graduates' program.



PLANET

25

Our Green initiatives at KPMG seek to reduce our environmental impact. We pledge to become net-zero by 2030, support research and its outcomes with our volunteer work, establish environmental partnerships, and empower people, clients, and suppliers to partake in environmental initiatives.



PROSPERITY

30

Through our own educational outreach program as well as our administrative and financial dedication to education, environmental and health-oriented initiatives, and organizations, we seek to improve and enrich the lives of many within our communities.



GOVERNANCE



Our Purpose and Values guide everything we do.

For more than 70 years in Bermuda, we've inspired confidence while empowering change. Our purpose is rooted in rich history, built on our role to protect the public interest while shaping a better future for our people, clients and broader stakeholders. The pressures on business and society are rapidly increasing. With new challenges facing the world, our purpose is more relevant than ever.

At KPMG, we know that trust is earned by doing the right thing. To inspire confidence and empower change, we need to consider the economic, environmental and social impact of our activities, align our financial and societal performance as part of a shift toward stakeholder capitalism, and have strong governance in place to oversee all of our activities.

Our Purpose

By inspiring confidence in our people, clients and society, we help empower the change needed to solve the toughest challenges and lead the way forward.

People

We are a people business.

Our people crave opportunities to do meaningful and impactful work while developing a thriving career in an inclusive, diverse and caring culture.

Clients

We stimulate trust and confidence in business.

Our clients seek our expertise to overcome vast challenges ahead and to grow sustainably.

Society

We have a responsibility to build a sustainable future.

Society expects a fairer, more equitable future that doesn't come with such deep costs to people and our planet.

We are committed to being a purposeful business that always acts transparently with integrity and accountability, and respects human rights.

Our Values:

- **Integrity:** We do what is right.
- **Excellence:** We never stop learning and improving.
- **Courage:** We think and act boldly.
- **Together:** We respect each other and draw strength from our differences.
- **For Better:** We do what matters.



Our Values and what we stand for

Our Values guide our day-to-day behaviors, informing how we act, the decisions we make and how we work with each other. They're embedded in the entire employee journey, in our business processes and in all of our stakeholder interactions.

By living our Values and considering the impact of our work from a broad range of perspectives, we aim to be a purposeful business, fostering prosperity and helping address key issues faced by our clients and their stakeholders.

Our approach to identifying risks

At KPMG, we help inspire confidence in our people, clients and society, and we recognize how important it is to identify, manage and plan for risks. Every KPMG firm is required to identify and manage its risks through a formal risk assessment process for which each firm's leadership takes responsibility.

Our global client and engagement acceptance and continuance policies and processes help member firms identify and evaluate potential risks, ethics or compliance issues prior to accepting or continuing a client relationship or performing a specific engagement. Member firms are required to consider a range of factors as part of this evaluation, including the client or potential client's risk profile (e.g. its management and ultimate beneficial owners), potential independence and conflict of interest issues (using our conflicts and independence checking system), intended purpose and use of engagement deliverables, public perception, and whether the services would be unethical or inconsistent with our Values, as well as factors specific to the type of engagement. Where client or engagement acceptance or continuance decisions pose significant risks, additional approvals are required. Read more in our [Global Transparency Report 2022](#).

Global Code of Conduct

The KPMG Global Code of Conduct sets out our standards of ethical conduct. It applies to all KPMG leadership and employees - from new recruits to our longest serving colleagues - in every country in which we operate. It spells out fundamental ethical principles and highlights resources available to help leadership and employees understand and uphold those principles. The original Global Code of 2005 was updated in 2012 and again in 2018 to reflect developments in law, regulation, and professional ethics, as well as our enhanced commitments to making a positive impact on society, communities, and the wider world. It also ensures we work with integrity while delivering real results to clients.

[Read more](#)

Transparency Report

We maintain an overriding commitment to audit quality and delivering value to stakeholders. The KPMG in Bermuda [Transparency Report](#) describes our system of quality control as well as our structure and governance designed to maintain and further an unrelenting focus on quality and integrity.

Quality and integrity are the foundations that strengthen trust in the companies and stakeholders we serve. Audit quality is fundamental and is a key measure on which our professional reputation stands. We're committed to ensuring our approach to audit quality evolves as the audit itself continues to be reshaped with new technologies and methods that can create a better experience for clients and our teams.

Across our global organization, we've strengthened the consistency and robustness of our system of quality management that enables compliance with the International Standard on Quality Management (ISQM 1), issued by the International Auditing and Assurance Standards Board (IAASB), which took effect on 15 December 2022. We consider this to be a transformational and fundamental change for KPMG firms. Find out more about our relentless focus on quality in our [Global Transparency Report 2022](#).



Client confidentiality, information security and data privacy

The importance of maintaining client confidentiality is emphasized through a variety of mechanisms, including our [Global Code of Conduct](#). We have policies that address information security, confidentiality and data privacy. Member firms also provide their personnel with annual training on confidentiality, information protection and data privacy requirements.

Speaking up safely

KPMG has a detailed approach for monitoring and reporting any illegal or unethical acts. Our Global Code of Conduct and policies and procedures set out a clear process for anyone seeking advice or wanting to report illegal or unethical behavior, and we openly encourage a culture of speaking up without any fear of reprisal. We prohibit retaliatory behavior when our people report ethical issues, breaches or suspected breaches in good faith.

KPMG firms are required to establish, communicate and maintain clearly defined channels to allow KPMG people and third parties to make inquiries about, raise concerns in relation to, provide feedback on, and notify of reportable matters without fear of reprisal, in accordance with applicable laws and regulations.

Supporting our speak-up culture, KPMG International has a hotline which is a mechanism for our people, KPMG firms' clients and other third parties to confidentially report concerns they have relating to any activity by KPMG International, KPMG firms or KPMG people.

Acting transparently with integrity and accountability

We're committed to the highest standards of personal and professional behavior in everything we do.

The KPMG [Global Code of Conduct](#) (the Code) outlines our ethical principles and expectations as to how all KPMG people treat each other, clients and the public. It demonstrates how our Purpose and Values inspire and guide all of our behaviors and actions. It defines what it means to work at and be part of KPMG, as well as our individual and collective responsibilities. We regularly review our Code to make sure it's a clear reflection of these principles and expectations. In addition, all of our people are required to confirm their understanding of, and compliance with, the Code upon joining KPMG and thereafter on an annual basis.

Consistent with being signatories to the UN Global Compact, we work against corruption in all of its forms, including extortion and bribery. The Code clearly states that we don't tolerate illegal or unethical behavior within KPMG or from clients, suppliers or public officials with whom we work. Bribery and corruption are unethical, even in situations where it might not be considered illegal in a particular jurisdiction.

All KPMG firms are required to have processes to assess prospective clients, third parties and suppliers in relation to bribery and corruption. Firms must also assess their bribery and corruption environment annually and establish and maintain processes to monitor, manage and control how their personnel and their agents interact with government entities and government officials so as to ensure compliance with applicable laws and regulations and to maintain public trust. Find out more about [our position on bribery and corruption](#).

We take seriously any incidents that are inconsistent with our Values or in breach of the Code. As an industry we must have the highest standards of integrity.







Investing in Bermuda's youth

Providing opportunities to young adults who are Bermudian or PRC holders finishing their education and beginning their careers is one of KPMG's main priorities.

In line with our commitment to Goal 4 of the UN SDGs, our Lift Off Program is designed to provide skills development, the opportunity to interact with our client engagement teams, as well as exposure to professional networking to accelerate their careers. Within the program, we offer work shadow opportunities for high school seniors, scholarships, summer internships, co-op placements, and the graduates program. The Lift Off Program is targeted towards selecting graduates to join our training program as Staff Accountants.

The opportunities we provide to young people allow them to learn, excel, and prepare for their future in the corporate sector.



Garita Coddington

“ The Lift Off Program is a crucial aspect of KPMG's commitment to supporting the next generation of Bermudian talent and future leaders. As Senior Manager of Learning and Development, I am passionate about working with our team to build capacity and sustainability by making this program inviting, career development focused, exciting and engaging for Staff Accountants, as we want to attract the best and retain them. The Lift Off Program offers a range of initiatives designed to empower young people with practical experience and knowledge.

Our program targets selecting graduates to join our training program as Staff Accountants. We aim to equip them with the necessary skills, competencies, exposure, and professional projects with networking opportunities to fast-track their careers in the corporate sector. We have been intentional with building more collaborative relationships with our learning institutions here in Bermuda, to provide opportunities for students from work shadow programs for upper middle and high school students to scholarships, summer internships, and co-op placements. At KPMG, we are dedicated to fostering a culture of learning and development and the Lift Off Program is just one example of how we are helping to shape the future of Bermuda's workforce.



Internships

Every year KPMG in Bermuda offers a 12-week summer internship to a select number of Bermudian undergraduates.

While many would assume that these internships specialize in accounting, they range greatly from placements in Audit all the way through to Marketing. While it is important to expose the interns to our professional working environment, it is also important to show them the importance of giving back to the community.

Starting from Day 1, we introduce our interns to the different charities we help and support and fully involve them in participating in helping the community.



Here are the following charity projects the interns participated in 2022:

Masterworks Foundation



Masterworks Museum of Bermuda Art showcases Bermuda-inspired art and fosters cultural appreciation. Our interns helped update HR and disaster preparation policies, gaining valuable work experience.

Bermuda Diabetes Association



Bermuda Diabetes Association aims to educate individuals about diabetes. Interns made a donor database with subcategories for members, volunteers, and past donors, making all their information organized

and easy to review. The interns were even invited to return next year for a fundraising event.

The MIRRORS programme of Bermuda



Our interns worked with the MIRRORS Programme, which provides services such as counseling, workshops, and community service. They created a database to collect student information and shared their ideas with MIRRORS.



The Family Centre



The Family Centre helps children with emotional, social, behavioral, and trauma-

based challenges. In 2022, the interns had three goals: Fund Development, Operations, Counselling and Community, and Organization.

K-Nect

KPMG values the education of young people and seeks to launch hundreds, if not thousands, of careers world-wide.

KPMG strives to launch the career of students in Bermuda through our internship, co-op, and graduate programs which allow firsthand experience in their suggested career paths. By hosting information sessions for students, teachers, and parents, the next generation knows how they can start a career with us and what we offer.

This year we were able to return to an in-person K-Nect event in July where there was a great turnout of university students intrigued about what KPMG offers for the start of their careers. Our K-Nect events are to inform, network, and encourage rising students who want to learn more about what KPMG has to offer regarding their future.



Scholarships

Providing opportunity for Bermuda's youth is in paramount to KPMG. Our scholarships provide Bermudian undergraduates and postgraduates with financial assistance, guaranteed summer internships, co-op placements, an invitation to an exciting and rewarding career through full-time employment with KPMG, and a future full of opportunities.



KPMG in Bermuda Scholarship

The 2022 KPMG in Bermuda scholarship recipient is Charlie Jackson, a 2020 graduate of Oundle School, UK.

Charlie commented:



Finding out that I am the KPMG 2022 Scholarship recipient was one of the best moments of my life. I am honored and incredibly grateful to the scholarship committee for giving me this opportunity and cannot wait to make the most of it.

At school, I learnt that business decisions are based on financial information and that accountants have a crucial role in providing it. I have always enjoyed problem solving and working with numbers. Both of my parents work in financial services and my father is an accountant. These are all factors that led to me studying Accounting and Finance at the University of Edinburgh, where I am currently in my third year. This scholarship and the KPMG Graduate Program will enable me to achieve my goals obtaining my ACA-UK accounting designation and enter the industry at one of the world’s leading accounting firms (KPMG).

“ Congratulations to Charlie and Makeda. We are excited to be working with them over the next few years and to welcoming them into KPMG’s Lift Off Program. They can both look forward to a great future and a fantastic career with KPMG when they graduate from university. We also really appreciate the support from Frontier in funding their scholarship and in continuing to promote the development of the accounting profession in Bermuda.



Steve Woodward
Partner
KPMG in Bermuda



Frontier’s 2022 Scholarship

The 2022 Frontier’s Scholarship recipient is Makeda Bridgewater, a 2018 graduate of Framingham High School, US.

Makeda commented:



I am so honored and humbled to be chosen as the 2022 Frontier Scholarship recipient. I would like to extend my gratitude for this generous contribution towards my academic success. After interning at KPMG for the past three summers, I know for sure that obtaining my CPA and becoming a certified accountant is the path that I am most passionate about. The Frontier scholarship not only provides me with the resources to do so but allows me the opportunity to return to a world-renowned company (KPMG) with the guidance procedures set in place that will allow me to excel in my professional career. To me, receiving this scholarship symbolizes what can be done through hard work, perseverance, and an incredible support system both personally and professionally. Thanks to both the help of Frontier and the support of KPMG I am able to finish my education and begin on a path that will propel me into a prosperous career in the accounting industry.

“ Congratulations to Makeda on being selected as the recipient of the 2022 Frontier Scholarship. We were impressed with her academic strength, leadership, her well-directed sense of community, and philanthropic responsibility making Makeda a well deserving recipient of this award. We are proud to do our part to help talented Bermudians, like Makeda, to continue their education and achieve their professional goals and we remain grateful in working with KPMG in this endeavor.



Derek Winch
CEO Frontier
Financial Services Limited



Graduate Program

Our firm ensures that our Staff Accountants are given trainings to excel and learn more during their time here.

For a total period of 30 months of study and work experience, we ensure our Staff Accountants are evolving in their career. We provide university graduates with high level trainings, educational and finance assistance, a competing starting salary, and other benefits. In return we ask for hard work, especially towards gaining their qualifications and their development into certified accountants.

Throughout their time within the firm there are different opportunities to grow as individuals through soft skills and training. Our first-year Staff Accountants found many benefits within the training made available and here is what they had to say...

“ One of the most influential trainings I have had this year includes the LinkedIn profile training that was offered. This training was designed to provide KPMG staff useful tips and tricks to revamp their profile in order to increase professionalism and to reach various audiences. I learned some key pointers going forward concerning what is effective and impactful when marketing my own personal brand, and when seeking to expand my connections with industry professionals alike.

Ashley Farrington



“ KPMG provides everyone with access to a huge variety of trainings available on the LinkedIn Learning platform. I have found this to be beneficial as I am able to tailor my trainings to support my personal development. Throughout the year, I have been able to gain useful tips and tricks on a range of topics, including successful communication, enhancing productivity, and building relationships. These trainings have aided in developing my soft skills to improve my ability to deliver impact, inspire trust, while continuing to seek growth.

Mikayla Desilva-Jacome



“ The trainings that were provided to me by KPMG were helpful because they helped me understand the basic knowledge of KPMG’s Values and ethics, code of conduct, ESG functional strategies, and many more. KPMG is a professional firm and wants to handle everything internal or external in a professional manner. These trainings show us how and why this is the most important element to KPMG’s continued success. The trainings have impacted me in so many ways and they have helped me with my journey through KPMG.

Kyran Simmons



Global Advantage Program

The Global Advantage Program gathers the top KPMG talent from around the world including 120 college students, majority being seniors, five Partners, and twenty recruiters and instructors.

In 2022, the program was held in Denmark where Sihlé Sharrieff-Hayward, one of our Staff Accountants, and Owenea Roberts, an intern who started her first year of university this year, attended the program. At Global Advantage, there was leadership training, networking, guest speakers, client visit, and an amazing opportunity to explore the city.

Partners with more than twenty years of experience in the industries of Tax, Audit, Advisory, and Recruitment were able to network with the students who were representing multiple countries around the world. Through the different training provided to the students they were able to learn how to focus on differing professional communication styles, the Platinum rule; treat your client the way they want to be treated, and presentation skills.



“ In June 2022, I had the amazing opportunity to participate in KPMG’s Global Advantage Program in Copenhagen Denmark, along with 120 students from across the globe.

I was able to engage in a variety of workshops focusing on the value of leadership skills, social styles, and cultural awareness. I also had the opportunity to explore this beautiful European city in its most raw form... from getting around like the locals, getting a taste of Copenhagen’s cuisine, cruising the canals and a client visit to Den Blå Planet (Copenhagen’s National Aquarium)! In addition to that, I was able to meet and connect with many professionals within KPMG who were so enthused to answer any questions I may have had and to share their own experiences with me! I also cannot forget about the new friends I have made from across the globe, and I cannot wait to reconnect with them again throughout our journeys with KPMG.

Lastly, I am so grateful to KPMG in Bermuda to have had this once in a lifetime educational and explorative experience and I’m looking forward to bringing what I have learned with me in my global future with KPMG.

Sihlé Sharrieff-Hayward
Staff Accountant, Audit



“ The One Young World Summit brings together young aspiring leaders from all around the globe, to partake in an action-packed week of panel discussions, workshops and networking. We heard from incredible young entrepreneurs who are doing remarkable things in their communities around the world. It was a truly eye-opening experience and such a privilege to attend this summit on behalf of KPMG in Bermuda. I had the opportunity to meet colleagues from KPMG offices across Europe, North America, and Asia, as well as network with people working in completely different industries to my own. The experience was incredible, and I returned home to Bermuda empowered to make a difference in areas that I am passionate about serving. ”

Dayna Darby
Senior, Audit



One Young World

The annual One Young World Summit brings together over 2,000 of the brightest young leaders from every country and sector, working to accelerate social impact both in-person and digitally.

KPMG in Bermuda sent two individuals to the One Young World Summit to meet, experience, and learn about different individuals' work with community and becoming leaders.



“ In September 2022, I had the opportunity to attend the One Young World summit in Manchester, England as a KPMG in Bermuda delegate. I was delighted to go as the summit allows young adults, like myself, to come together for a higher purpose. Over the course of three days, I attended presentations, and participated in action workshops surrounding multiple subjects in different areas. I met young leaders from around the world. With limited resources, some people I met created educational devices, mental health apps, costal reef restoration plans, and different community outreach programs. All the initiatives are helping people acquire the knowledge and support they need; but what is different with the Baucicot's youth program initiative is he is spearheading it with the assistance of KPMG in Canada. He was able to launch the program as an intrapreneur. Intrapreneurship was a new concept to me. An intrapreneur is a person who is in-charge of launching a new project or product within a company. I hope to be an intrapreneur for a range of community-based projects at KPMG in Bermuda. As I've been inspired to be an active environmentalist and humanitarian in my community. ”

Rickie Williams
Staff Accountant,
Audit



Wellness



The commitment to and wellness of our people

A key priority for our firm, is the mental and physical health of people both within our local community, but also within our firm. Our Wellness Committee plays a huge role in keeping our staff as mentally and physically healthy as possible, so that they can perform to the best of their ability professionally. Over the last 12 months the Committee, despite the challenges and restrictions that COVID has imposed, has managed to organize several events and initiatives that our employees have become involved with, including monthly football matches, weekly cricket sessions, various running events, swimming lessons and Wellness Wednesdays. All these events provide our staff with the chance to meet new people, get some fresh air, push themselves physically as well as mentally, and become educated on food and diet.

Employee wellness program

At KPMG, our Wellness Program was formed to tend to and maintain our people's health and wellbeing. The program provides several advantageous opportunities and services to our staff, these include in-house health and wellness lunch and learn sessions, reduced corporate rates for local health/fitness club memberships, and firm sponsored entry fees for sporting events. This program also seeks to ensure the safety of our people in the working environment. To ensure this even more, employees are offered a security service to be accompanied to their car after work if they feel unsafe.

Employee assistance program

While all our staff are provided with a best in class health insurance program, they, as well as their family members, are also granted access to complimentary free and confidential counselling sessions. Although financed fully by the firm, the Employee Assistance Program (EAP) is provided by a local, and independent counselling service. Through this service, our employees are provided a space in which they address all problems ranging from personal to work related matters.

“ As Head of People, I am proud to say that our commitment to the mental and physical wellbeing of our staff goes beyond just talk. Our Wellness Committee has worked tirelessly to organize a variety of events and initiatives that allow our employees to not only stay healthy, but also to connect with each other and learn about healthy living. Prioritizing the mental and physical wellbeing of our staff not only benefits our employees, but also creates a ripple effect of positive impact on the community. At KPMG, we believe that investing in the wellbeing of our people means investing in the betterment of Bermuda as a whole. ”

Adam Smith

Partner, Head of People



Other events held by the Wellness Committee.



Yoga classes at KPMG

Class is in session at KPMG. The Wellness Committee hosted a series of bi-weekly yoga classes to give staff the opportunity to de-stress their minds. The ten-part series conducted by Inspired Fitness was back by popular demand and will have two sessions conducted by KPMG's very own Nadine Pander.



World Triathlon

Bermuda hosted the World Triathlon Championship Series once again in November. To see athletes push themselves to complete the whole marathon is amazing to see. It was no shock to see Bermuda's very own Dame Flora Duffy win the series and keep her title as World Champion.

In the age group races, KPMG Advisory Senior Manager, Will Green participated. Will was able to land third place after a vigorous race, bringing home the bronze.



CPR and First Aid Training

The health and safety of those around us has always been important to us at KPMG. This year the Health and Safety Committee offered regular CPR and First Aid Training to all its staff. The blended course which incorporates online modules as well as in-person learning was attended by 11 staff members with an additional 25 on the waitlist for the next available session.

There are many benefits to being CPR and First Aid Certified. Not only is it a lifesaving skill, but it can reduce workplace accidents, create a more positive work environment, and once you learn the skill it can be used anywhere.

At KPMG we are committed to making our work environment healthier, happier, and safer for everyone!



Beat the Couch

The importance of maintaining your health and fitness is a key attribute to living a long life. At KPMG, we encourage our employees to join in on events that the Wellness Committee puts together for employees to get their bodies moving. By working with Beat the Couch, this organization provided expert trainers and the energy and support to encourage the employees participating to do the best they can.



Diversity, Equity, and Inclusion (DEI)

KPMG in Bermuda focuses on its ability to see the world through various perspectives.

Due to our inclusive and diverse workforce, our people can effectively collaborate and feel empowered to voice their opinions. Only by creating an accommodating work environment can we reach our full potential and provide our clients and community with the best possible outcomes.

How do we define diversity, equity, and inclusion at KPMG?



Diversity is about difference

We commit to embracing and respecting the variety of unique experiences, cultures, identities, and perspectives we collectively bring to KPMG.



Equity is about access to opportunities

We commit to standing against systematic barriers and biases. We help level the playing field with the aim of having everyone succeed and thrive at KPMG.



Inclusion is about belonging

We commit to creating a safe environment built on trust; where we can bring our true authentic selves to work and feel valued for our unique contributions and perspectives.

“ As a DEI committee member at KPMG, I am proud to say that our commitment to diversity, equity, and inclusion has had a significant impact on our organization. Our inclusive and diverse workforce allows us to tap into a wide range of perspectives, ideas, and experiences. By fostering an environment where everyone feels valued and respected, we have created a culture of collaboration and innovation that enables us to deliver the best possible outcomes for our clients and community.

We recognize that diversity goes beyond race and gender, and we are committed to ensuring that all forms of diversity are celebrated and embraced. Our focus on DEI has helped us attract and retain top talent from diverse backgrounds, which has enriched our organization in countless ways.

At KPMG, we firmly believe that only by creating an accommodating work environment can we reach our full potential as a firm. By empowering our people to voice their opinions and be their authentic selves, we are building a culture of inclusion that will benefit us all for years to come.

Sarah Robey

Chair, DEI committee



Countries where this year's new hires represent

-  Argentina
-  Barbados
-  Bermuda
-  Canada
-  Haiti
-  India
-  Japan
-  Kenya
-  Pakistan
-  Philippines
-  Rwanda
-  South Africa
-  Spain
-  Switzerland
-  Trinidad and Tobago
-  Uganda
-  United Kingdom
-  United States

Inclusion and diversity stats

51%
women
2021



49%
women
2022

29%
Women in
leadership
(Partners and Directors)

	Number of employees	Promotions	New hires
Women	73	19	25
Men	77	21	28
Countries	30	N/A	18

WeSpeak

WeSpeak is an organization created for women by women in Bermuda. Their focus is for women's professional development that give's them confidence to speak out in corporate communities. By providing a supportive environment for women, WeSpeak coaches and trains to build confidence and gives speaking opportunities to women. KPMG was able to sponsor the WeSpeak bootcamp for women and send our own women to participate in the initiative.



International Women's Day

The array of purple among the office and our staff truly showed the support for women. KPMG sponsored and attended the City Hall event for International Women's Day which is a great community event. Displayed in the office were opportunities to purchase balloons and candy for charity and notes with words of encouragement for the women in the office.

Individuals use many basic toiletries daily; it is routine in our everyday lives. In Bermuda we may not often think about those who don't have access to adequate hygiene products. However, during International Women's Day KPMG encouraged all staff to donate to support Teen Haven.

Teen Haven is a charity established to empower youth, primarily at-risk girls. Some of the items our KPMG team donated included soaps, oral hygiene products, feminine products, and clothing amongst other things. The recipients of the toiletries were extremely grateful and our team at KPMG enjoyed participating in the toiletry and essential item drive.



Cup match

Nothing beats fun in the sun during Cup match, or fun in the office! Whether you're a Somerset or St. George's fan, it is important to remember what the holiday is all about. Cup match commences on Emancipation Day, one of the most monumental events in Bermuda's history to remember the abolition of slavery. Bermuda has come a long way since then but it's safe to say it's a great time of the year. We commenced the holiday festivities by giving out Somerset and St. Georges cookies, duch pops, and johnny bread as tasteful treats. Not only did we have treats but also incorporated games and activities to get everyone in the spirit of Cup match. There was a scavenger hunt followed by Crown and Anchor to truly embrace the culture during this time.



Pride

As part of our focus on Inclusivity, we supported and participated in the 2022 Pride Parade, to show our support for the LGBTQ+ community. We started off the celebrations by hosting a Happy Hour event within the firm. This was held on a Friday afternoon and the turnout was fantastic. Seeing colleagues supporting the movement by wearing colorful clothes was amazing, it matched the color coordinated drinks that were provided. Although the festivities had to be held in the training room, activities such as face painting and corn hole were still carried out to bring fun and support into the office.

In the lead up to the Pride Parade, there was a lunch and learn session provided for the firm. We were fortunate to have been joined by three key members of the Pride Bermuda Network- Chen Foley, Ravi Pachai and Steven Boyce. The panel discussed a range of topics from their own personal experience to their involvement in the groundbreaking Bermuda Bred case, and the future of same-sex marriage in Bermuda. It was incredibly interactive and an insightful session which brought colleagues conversing on ways to make our work environments more inclusive for all.

Even on an extremely hot August day, a cohort of KPMGers took to the streets of Hamilton to join the Pride Parade. Representing the cause with our KPMG Pride t-shirts, family and friends walked, enjoyed, and cheered together around the city starting at Victoria Park. The array of rainbow flags and smiles among everyone's faces truly showed the love and support for the community that has gone through much turmoil through the years, now receiving the recognition and acceptance.



PLANET





Our environmental goals

Climate change, biodiversity loss and pollution affect us all and demands robust action.

Since we launched our Global Climate Response in 2008 as well as committed ourselves to the UN's 17 SDGs, we've been actively seeking ways to reduce our environmental impact globally. Over that time KPMG has set ambitious targets for reducing emissions and using renewable electricity. We seek to become Net-Zero Carbon by 2030, which would entail a 50% reduction of direct and indirect greenhouse gas emissions by 2030.

To guarantee a high level of assurance, we have begun reporting on our carbon emissions and other environmental-related metrics annually as reported on page 4.

KPMG ESG

Our commitment to our communities and the environment has become inline with our ESG goals and strategy we incorporate in our lives. We also support our clients to transform their businesses and supply chains to rapidly reduce their carbon impacts and develop their ESG strategy. By bringing the expertise of KPMG professionals from across the world to bring guidance to clients about reducing carbon emissions, transitioning to renewable energy and integrate climate risk into corporate strategies. We also advise extensively on green finance and continue to work with the World Economic Forum to drive systematic change to accelerate the energy transition.

KPMG's Global ESG strategy

ESG issues are extremely important to KPMG and are becoming more relevant in every industry around the world. ESG is the watermark running through KPMG which empowers our people to become agents to positive change, allowing them to provide better solutions and services to our clients. At KPMG, we believe there is an obligation to support the communities we serve and drive measurable change that has an impact.

KPMG's ambitious ESG strategy consists of three pillars: Transformation, Reporting and Assurance. The areas of focus for the strategy will be employee training, capability need, solutions, partnerships, and data and technology.

KPMG's Global ESG strategy positions the firm as an organization that exists primarily to make the world a better place.



Making an environmental impact

Ensuring that we at KPMG do everything in our capacity to reduce our carbon footprint is one of our top priorities, as part of our broader ESG commitments.

As times begin to normalize since the pandemic, the goal of being an environmentally friendly firm remains a priority. This year we truly encouraged change in and out of the office. This includes:



becoming Beyond Plastic Champions,



using LED lighting on all floors,



enabling timers on LED lights and air conditioners to ensure electricity is used efficiently,



minimizing waste by improving our recycling system; and



donating our retired furniture to Teen Haven, a non-profit organization that provides services for teens. This reduces the volume of waste we produce and benefits a worthy cause.



KBB

Our Green Committee joined up with Keep Bermuda Beautiful for their monthly community cleanup at Mary Prince Park and Devonshire Bay. This was an open registration for anyone to sign up and help make an impact on helping the environment and truly keeping Bermuda beautiful. By coming together as a community, we were able to make an impact on the islands litter while bringing coworkers and their families together for a good cause.

Green committee

Reduce, reuse, and recycle is a constant mantra of KPMG's Green Committee when it comes to sustainable living.

Our Green Committee prioritizes the environment and encourages our staff to do the same in the office and out.

Whether it is cleaning up railroad trails, beaches, reduction of plastic or energy, this has been achieved throughout the years by our Green Committee and staff who have volunteered to make an impact on our island and in our office.

“ Through participation in community clean-up efforts, lunch and learns with local environmentalists and making corporate commitments to reducing our single-use plastic (SUPs), the KPMG Green committee provide staff with the necessary education and tools to adopt long-lasting, sustainable practices in the office and at home. The committee is excited to continue raising awareness for local green initiatives and arming our staff with the skillsets needed to become life-long eco-champions. Together. For Better. ”








Taylor Heron



Kuda Tichiwangana



Beyond Plastic Bermuda (BPB) is a collaborative campaign created by the island's environmental nonprofit groups. BPB's goal is to support the Bermuda Government's intended ban on single-use plastic and to bring change into the community by educating the public about plastic pollution. By coming Beyond Plastic Champions, it encourages other business to ensure we are all taking the steps to reduce single-use plastics usage. We at KPMG took the following actions to become Beyond Plastic Champions:

-  Worked with cleaners to ensure all recyclable materials are placed in blue bags or bins and not thrown in with the regular trash.
-  Revamped standard drink orders to ensure all beverages are in glass, aluminum, or paper cartons.
-  All kitchens are stocked with reusable cutlery, dishes, cups, and containers.
-  Actively work with caterers to ensure they use minimal plastic.
-  Moved more catering inhouse to ensure we could control the amount of plastic purchased, could bring reusable containers or bags.

James Berry

CEO

“ KPMG is excited to support the Beyond Plastic campaign by committing to reducing its reliance on single use plastics. We are proud to operate in Bermuda and it is paramount that we do our part to keep our island home beautiful, healthy, and thriving. By becoming Corporate Champions, we will continue to strive to make a difference as a firm as well as encourage our staff to adopt long-lasting green habits which they will promote and share with their family and friends, in Bermuda and beyond. ”

BUEI Bermuda Youth Climate Summit

The Bermuda Underwater Exploration Institute (BUEI) has been educating and inspiring Bermuda's community on ocean-focused environmentalism and marine history for nearly 25 years.

Their initiative to create the Youth Climate Summit is to bring young people who are passionate about the environment and participate in a week long annual event that takes place in November. With the importance of the environment, KPMG is proud to sponsor this initiative and support their cause through promoting their events and supplying them with environmentally friendly objects such as reusable water bottles, wooden snake puzzles, and metal cutlery packets for the students in attendance of the events.

The Bermuda Youth Climate Summit is open to students aged 13-22 and educators. Participants hear and speak with experts, leaders, and activists from all around the world. It is an important initiative that we at KPMG are proud to support for the next generation to be able to take care of the environment and create their own initiatives for what they want to accomplish when it comes to saving the environment.



Credit: BUEI





Make a Difference Day

KPMG in Bermuda's Make a Difference Day (MaDD) is a hands-on volunteering day where our employees give their time to make a positive difference in our local community.

Our people get first-hand experience volunteering and gain a better appreciation of the importance of contributing to their community. They are also encouraged to continue the relationships with the charitable and service organizations we support. With hundreds of person-hours donated in a single day, we make a significant impact, in a very short period.

This year's MaDD took place at Teen Haven whose mission is to empower Bermuda's youth by promoting healthy development, through ongoing education, counselling, and support. All KPMG staff showed up and stood out as we transformed the Teen Haven grounds into a more welcoming environment for its clients, from landscaping to painting and cleaning, we addressed whatever was needed at the Teen Haven property.





KPMG would like to thank our **MOBros** and **MOsistas** for their dedication to a great and important cause. Collectively, they were able to raise **\$10,213** for the **Bermuda Cancer and Health Centre**.

MOverner

November has become an important month for the men in all different departments to participate and raise money for the amazing 'taches cause of MOverner.

From clean shaven to amazing 'staches in support of the Bermuda Cancer and Health Centre, the office was full of fellow colleagues rocking creative styles of mustaches.

To raise money throughout the month of MOverner there was a raffle, bake sale, donations, and other fun ways which included the KPMG World Cup Sweepstakes and World Cup Fantasy Football in support of MOverner. With half of the proceeds going towards the Bermuda Cancer and Health and the other half going to the winners of each pool of first, second, and third place.

Come dine with me fundraiser

To support Bermuda Cancer and Health's MOverner initiative, KPMG did an internal fundraiser called Come Dine with Me. The fundraiser consisted of five themed dinners hosted by Partners and Directors, where staff members could bid for a seat starting at \$100. All the proceeds from the bidding went towards MOverner. The dinner themes in 2022 included a South African Braai, Canadian feast, Scottish Burns night, Curry night, and a Wine and Whisky night. Individuals could replace someone who already secured a seat up until 48 hours before the dinner. After attending the dinner, all participants were required to rate the meal and hosting. The Partner/Director with the highest score was awarded the highly coveted Come Dine with me Spork trophy.



Relay for Life

In Bermuda, Relay for Life (RFL) seeks to promote general awareness among people by bringing together survivors and warriors of cancer. The annual event raises funds for Bermuda Cancer and Health Center which provides the highest standard of early detection, treatment, support, care, and education in Bermuda.

This year KPMG staff partook in the 18-hour walk/run-a-thon, which raised money through raffles both internally and externally which offered up a variety of items from beach gear, to cleaning products, and a movie night package. In addition, the annual Walk-the Plank event saw employees at KPMG battling to stay out of the Hamilton Harbor raised over \$13,000 for RFL. The Walk-the Plank event is one of the highest donations generating events hosted by KPMG. Whilst, our Golf Day at Turtle Hill saw an influx of competition and banter between staff throughout the day. Numerous other festivities such as our Wine Tasting event and Movie Night also proved to be a great hit and ultimately support a great cause.

Golf Day

Although COVID-19 has impacted the way we held events it never deterred us from supporting charities. In 2022, we were able to reunite in person in support of raising money for RFL. The annual Charity Golf Day, which was held on April 30, 2022, is an initiative geared to supporting Relay for Life. The event which was held at the Turtle Hill Golf Club brought staff together from all departments. Two tables were set up throughout the course to raise funds by selling food, beverages, and raffling a BBQ basket throughout the event.

Since this was the first event since the COVID-19 Pandemic, it allowed everyone at KPMG in Bermuda to come together for a great cause and raise money for RFL.



After not having the event for two years due to the COVID-19 pandemic, KPMG staff were elated to get back to the track and enjoy the comradery of the event. We raised over \$13,000.





Ignite Bermuda was established three years ago to support Bermudian entrepreneurs, and since that time, the ecosystem has grown steadily to over 400 strong.

KPMG is proud to be a key partner in supporting the expansion of the Ignite network of entrepreneurs to create jobs and economic growth and diversity in Bermuda.

Ignite’s Entrepreneurial Accelerator Programme continues to be the focal point of the team’s activities, offering two paths for successful applicants. The first being the Core Accelerator Programme which takes up to 34 startups through an intensive programme of enablement, expert support, and entrepreneurial development. The second path is a series of monthly workshops as part of the Fuel Your Ambition Series. Both paths are self-driven and designed to build a community of support around entrepreneurial leaders.

Ignite works closely with community leaders, mentors, and experts such as KPMG, who provide invaluable support and guidance for the Ignite entrepreneurs who in turn, build incredible businesses. Ignite continues to ensure that their Accelerator Programme paths remains effective by testing opportunities and resources so that we meet the changing needs of

Bermuda’s entrepreneurial leaders for years to come.

Highlights from the Cohort 4 and 5 Metrics

- 1 The overall impact rating for Cohort 4 and 5 was over **80%**
- 2 Mentor quality and impact for Cohort 4 was **70%** and it was **80%** for cohort 5.
- 3 Top ranking elements in the ecosystem include: Enablement, information sessions, and an expanded network.
- 4 When asked what statements best resonate with them, **88%** of Cohort 5 said, “I am more entrepreneurial as a result of the Program.”
- 5 NPS score was **100%** for C4 and C5, “I would recommend Ignite to someone applying.”
- 6 Each cohort is asked to report key impact themes; Cohorts 4 and 5 shared the following: “supportive”, “transformative”, “growth” and “inspiring.”

“ We are grateful to KPMG for their support for Ignite since inception. The advice they provide to the cohort on financial awareness and knowing the numbers has benefited the local entrepreneur community immeasurably.”

— **Don Mackenzie**
Co-founder of Ignite and Chair of Ignite

“ The importance of collaboration of KPMG and their volunteers is critical to increasing the skills necessary to build job creating and profitable businesses for Bermuda.

The entrepreneurs and community leaders highly value the time and expertise that the KPMG volunteers contribute. Having a solid understanding of the financial model and status of their businesses is fundamental to success.”

— **Sean Reel**
Executive Director,
Ignite Bermuda





Our employee's charity work



Felicia Wilsen Director, Audit Enterprise in Bermuda, has made significant contributions to various charitable causes in her community. Notably, she has donated audit services to 12 hand-selected charities approved by the Corporate Citizenship Committee, focusing on youth and education.

Felicia has devoted her time to mentoring young people through the Ignite program. She and five others rotate to be available for members every Thursday, answering accounting questions and providing financial advice, guiding them through their business operations from start to finish, and checking in on them through quarterly catchups.

In addition, Felicia volunteers at the Bermuda Zoological Society (BZS) as the Assistant Treasurer. She keeps the BZS Board informed about their investments and financial activities including managing the Society's cashflows, budgets, and committee meetings. Felicia also serves on the board of CPA Bermuda, focusing on education and support for young Bermudians who aspire to follow a career in accounting.

Felicia's outstanding contributions to her community demonstrate her commitment to making a positive impact. Her actions inspire others at KPMG to follow in her footsteps and help contribute to wider community here in Bermuda.

Felicia Wilsen

Director, Audit



Garita Coddington, Senior Manager, Learning and Development in Bermuda, as well as KPMG Islands Group- which incorporates five operating entities over 12 jurisdictions, approximately 2,800 total learners. She is a leader who is passionate about assisting and supporting her

community in various ways.

Garita has been a member of the Bermuda Zoological Society since 2016, as the Chairperson of Education. As a former educator, with over 20 years' experience, as a teacher, mentor, coach, and principal, her love for education empowered the BZS education committee. BZS now proactively engages with all primary and middle school science teachers to work more collaboratively to enhance the facilitation of more hands on, project-based learning experiences for our students. This approach also incorporated upskilling educations with workshops and modeling teaching lessons. This approach has assisted with improving student performance on the Cambridge science curriculum.

Garita also serves on the Berkeley Institute Board of Governors. She has served on the Board of her alma mater for a total of four years. She works alongside the Chairman of the Board, former KPMG Partner, Craig Bridgewater to assist with leadership development. She was appointed the lead for the implementation of the Signature Programs adoption of the Berkeley Institute - Health and social services, and Finance. Her goal is to develop and empower educators and school leaders to support student success for their future desired career paths.

KPMG's Corporate Citizenship Committee has a hands-on approach to support and assist Ignite with leadership development. Garita facilitates yearly learning experiences for cohorts, on the topic of Self-Management: The Art of Taking Control. Garita also supports Ignite personnel by providing leadership and career coaching to support their leadership development.

Garita Coddington

Senior Manager, Learning and Development



Troy Dort, Director, Advisory, has been involved with Youth Athletic Organization Baseball in Bermuda since 2014. His commitment to the program has been unwavering, and he is currently coaching the 2023 YOA Longtail 10U travel team as well as the T-Ball 10U team.

Troy's passion for empowering young people continues as he also coaches The Bermuda High School's U6 Youth Soccer team. Troy spends about eight hours each week coaching these teams, and through his efforts, he has helped to develop children that have great potential and give them the opportunity to have a bright future in sports. This leaves room for them to potentially get sports scholarships to aid them in funding their further education.

On top of his coaching, Troy is a member of the fundraising committee for the Waterstart program. Waterstart is a charity whose mission is to promote environmental awareness and personal growth through hands-on educational opportunities in natural environments. They have developed, and continue to expand upon, a collection of highly successful outdoor education programs. Programs typically involve training in snorkeling, scuba diving, boating, conservation, and marine science. These programs allow students to embrace new experiences and gain skills through experiential learning.

Currently, Waterstart is going through a modernization and investment phase of their campus on Burt's Island. Troy plays an integral role in working with corporate sponsors to generate the necessary funding. Troy's unwavering involvement and dedication to these programs continues to make a significant impact on the community and we hope it continues for years to come.

Troy Dort

Director, Advisory

Toys for Tots

12 days of Christmas

Our annual firm-wide 12 Days of Christmas has always been an immense success to give to children in need during the holidays. The Coalition for the Protection of Children's Toys for Tots allows for colleagues to donate items for children of all ages with each day having specific themes to follow.

By collecting items over the twelve days, it allows for children to get items for Christmas. As a firm, we were able to donate a variety of gifts - ranging from non-perishable foods, toys, toiletries, school supplies, books, clothing and more. Through the immense support of our employees, KPMG was able to donate over 430 items, which we hoped helped to make Christmas exciting and fulfilling for children.



Explosion Victims Relief

On May 2, a tragic explosion leveled a home in Southampton Parish tragically killing two guest workers and injuring more. As a firm, KPMG were able to come together to donate \$3,000 worth of grocery and pharmacy gift vouchers for the victims of this tragic event.

Emergency aid

It is important to us at KPMG to help our communities in times of need.

This applies locally and worldwide where we take into consideration how we could make a difference by contributing to individuals who need it.

Ukraine Global Emergency Appeal

KPMG in Bermuda along with other KPMG firms around the world have united to support the citizens of Ukraine who have been affected by the military action taking place in their country. Driven by our company values, KPMG in Bermuda and member firms around the globe understand the importance of participating in supporting our colleagues in Ukraine and Eastern Europe. We are committed to doing what we can to help people and communities in need.

Between staff donations and matching firm donations, a total of **\$10,000** was donated.

Other charities we support



Food Drive for the holiday season

The Corporate Citizenship Committee allocated **\$3,000** to support the Christ Church Warwick Trust's food drive initiative to help those who need it most during the Holidays.

Lions Club Bermuda

Bermuda's Lions Club got eyewear from KPMG, including reading and sunglasses, to help those in need. Lions Clubs worldwide gather millions of eyewear yearly, and KPMG was happy to participate this year.



ABIC Education Awards



Bermuda Festival



Bermuda Junior Cycling



Bermuda National Trust



Bermuda Philharmonic



Bermuda Youth Climate Summit 2022



BHS PTA Charity Golf Day



BIOS Ocean Academy



Committee of 25



Crime Stoppers Annual Film Weekend



Family Centre



Habitat for Humanity



Ignite Bermuda



Inter-Agency Committee for Children (IAC)



Jamaican Association (Bermuda)



Knowledge Quest



Lady Cubitt Compassionate Association



P.A.L.S.



Relay For Life



The Bermuda Society for the Blind



Transitional Community Services



Ukraine Appeal



Windreach



Educational outreach - investment challenge

Education is a key priority for our firm and KPMG's Senior School Investment Challenge is continuously a highlight in our calendar.

This challenge is designed to inspire youthful interest in investment, by offering high school students a platform in which they can comprehend and analyze patterns in capital markets, as well as develop a coherent understanding of the types of securities available to them and in the corporate arena. Moreover, and especially considering the COVID-19 pandemic, students become educated about the extensive ramifications that global events can have on international stock markets. For the challenge, each team is given \$100,000 worth of virtual funds to trade with over the course of six months. The top three teams that generate the highest return won cash prizes totaling \$20,000 at a virtual Prize Giving Ceremony.

The 2022 KPMG Investment Challenge was comprised of twenty teams from the following schools:

KPMG Investment Challenge (Final standings)

Ranking	School	Team Name
1	Bermuda High School	Business of Babylon
2	Saltus	SaltusGroup2
3	Bermuda Institute	Crypto Crooks
4	Bermuda Institute	DollaBillz2024
5	Berkeley Institute	The Eclipse
6	Saltus	cockspurs rex
7	Cedarbridge Academy	triple stocks
8	Warwick Academy	TheMoneyLaunderers
9	Bermuda Institute	moneymakers2022
10	Bermuda High School	Investalicious
11	Saltus	Market Martians
12	Cedarbridge Academy	BaddiesOnABudget
13	Bermuda High School	Money Musketeers
14	Berkeley Institute	The Valorants
15	Cedarbridge Academy	stocklets
16	Somersfield Academy	Islandinvestors
17	Mount Saint Agnes	M\$AHub
18	Warwick Academy	Triple M
19	Chatmore Chartered School	TC-2 Jedi
20	Warwick Academy	Rags2Riche\$





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