

# THE **ABILITY** TO SUCCEED

**KPMG Disability Inclusion  
Action Plan 2021–2023**





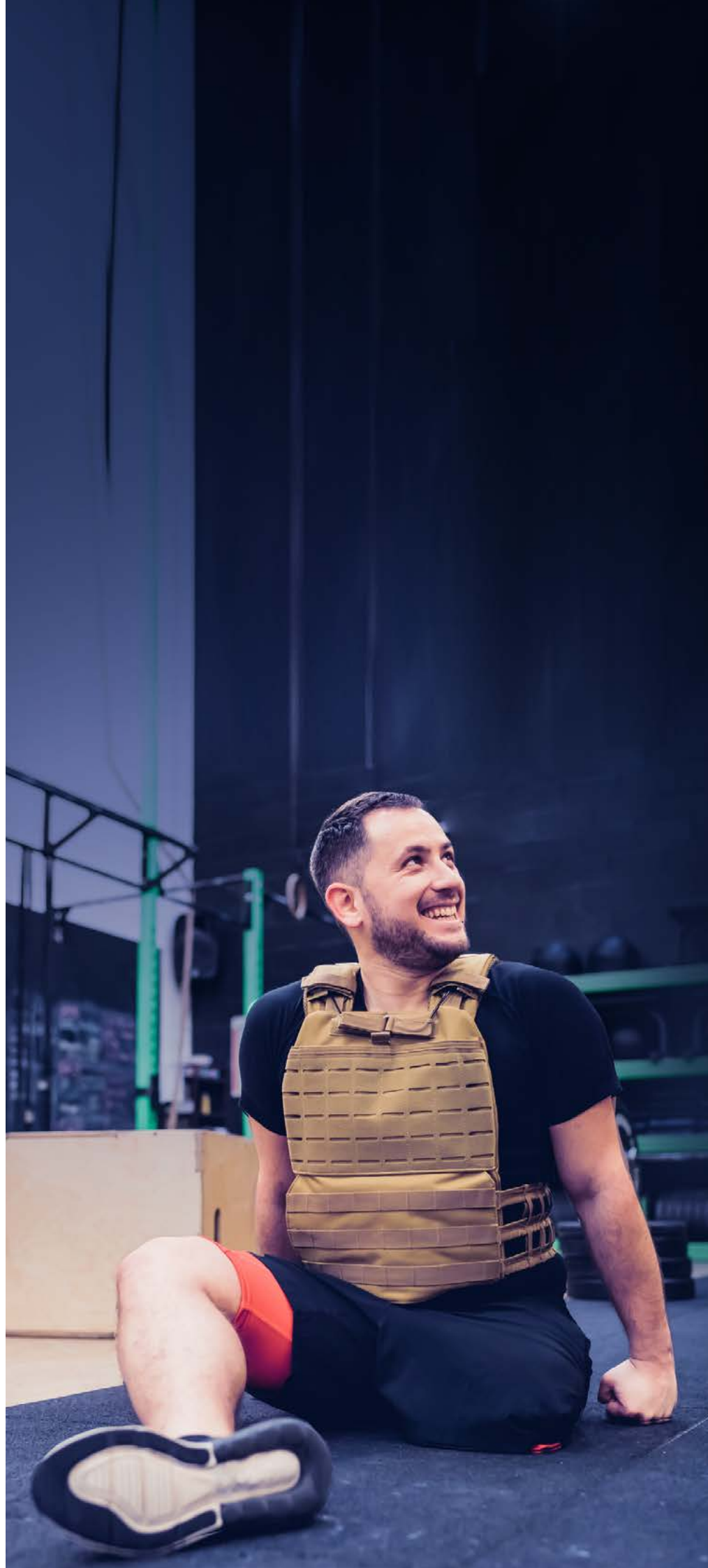
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"I've felt in the more recent times that my disability has been adjusted for and largely forgotten rather than being fully embraced. KPMG's focus on disability, starting with our Disability Inclusion Action Plan (DIAP), has the potential to bring disability inclusion to the forefront and will ensure we are living our values, recognising the worth of all of our staff and making positive contributions to the markets and communities in which we operate."

**Jenny Clarke**

Partner | Asia-Pacific (ASPAC)  
Leader of Tax Transformation  
& Compliance | ASPAC Financial  
Services Tax Leader

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# Our commitment to disability inclusion



“Our first Disability Inclusion Action Plan is an important milestone in our firm’s journey to create a workplace that is truly diverse and inclusive. By being transparent about our commitments and plans on disability inclusion and access, we hold ourselves to account to drive real change. We are driven to create a workplace where everyone feels safe, valued and supported to fulfil their potential”

**Alison Kitchen**  
National Chairman  
KPMG Australia

KPMG Australia (KPMG) values disability and as a global organisation we have a role in upholding disability inclusion for our colleagues, clients and stakeholders across the many communities in which we operate.

At KPMG we embrace diversity and act inclusively, encouraging employees to bring their whole selves to work. Unfortunately, within Australian society people with disability still face systemic discrimination. These systemic drivers can impact the way people with disability experience entering, or participating in, the workplace.

Over four million people in Australia, or almost one in five, experience disability. This proportion is increasing with an ageing population. In Australia, over 11 million people living without disability are engaged in our labour force. In comparison just over one million individuals with disability are in the labour force.<sup>1</sup> In our society, people with disability are more likely to experience discrimination, find it more difficult to find work and have lower incomes than people without disability.<sup>2</sup>

At KPMG we are committed to ensuring these systemic drivers are addressed and people with disability in our workplaces (employees, clients, stakeholders and partners) have full and equal enjoyment of their rights. We also believe that we have a broader role to make a positive impact on society, serve and strengthen our markets and communities by promoting disability inclusion and access in the services and solutions we provide our clients and stakeholders.

Our plan has three strategic pillars which we will target and monitor over the next three years: people and culture, clients and stakeholders and enablers. This Disability Inclusion Action Plan 2021–2023 (DIAP) is the first step to KPMG implementing and achieving our vision and upholding our values.

<sup>1</sup> <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/employment/labour-force-participation>

<sup>2</sup> <https://www.aihw.gov.au/reports-data/health-conditions-disability-deaths/disability/overview>



# Our vision and values



**Integrity:**  
we do what  
is right

Disability is part of humanity. Embracing disability upholds fundamental human rights. We are accountable for our actions and are committed to the actions outlined in our DIAP.

**Excellence:**  
we never stop  
learning and  
improving

We are committed to continual improvement and will monitor, update and review our DIAP to ensure we are serving our people. We will listen to feedback and improve, taking ownership for our development.

**Courage:**  
we think and  
act boldly

Courage is about being open to new ideas and being honest about the limits of our own knowledge and experience. We will communicate honestly about our journey to disability confidence and strive for innovation.

**Together:**  
we respect each  
other and draw  
strength from  
our differences

Disability is part of the fabric that makes up KPMG and our communities and we are stronger for it.

**For better:**  
we do what  
matters

Upholding the rights of people with disability matters, has a positive impact on society and will build a stronger future.



“KPMG will live up to our values when we fully embrace disability. It’s exciting to see disability inclusion come into the spotlight at KPMG because, whether you see it or not, disability makes up the fabric of KPMG. I cannot wait to see our people with disability excel, our people gain disability awareness and confidence and for our culture and services to be stronger for it.”

**Sarah Hayes**

Consultant

KPMG Banarra

Audit, Assurance and Risk Consulting



# Introduction

## Words from Kate Shaw, KPMG Australia Executive Sponsor

Inclusion is at the heart of our values at KPMG. It's about representing everyone, regardless of any characteristic, and for everyone to have access to the same opportunities to thrive, be their best and to feel empowered to bring their whole selves to work.

KPMG is committed to achieving a barrier-free workplace for people with disability. We want to focus on people's abilities and how we can help them succeed by providing workplace adjustments, flexibility or a longer-term health management plan. We want to see inclusion, access and accessibility embedded in all the work we do, in all work settings, and for all our people. Our aim is for all colleagues with disability to progress and thrive. We are also committed to being inclusive and responsive to our clients with disability.

In my own life I've had the privilege of working with colleagues and clients who have a disability, as well as experiencing disability in my own family. Through these experiences I've gained insights that have changed the way I understand the world, and how I value diversity.

I'd like for all of our clients to experience that kind of insight from working with KPMG, and to realise value from how we leverage our diversity of thought and experience into our engagements.

Our firm-wide Disability Inclusion Action Plan is the first step. We will commit to our actions in order to achieve our goals to empower our people, become a Disability Confident organisation and to be a leader and champion for others.

### **Kate Shaw**

Partner

Risk Strategy & Technology

Audit, Assurance and Risk Consulting

# What is disability?

Disability is part of human diversity. People with disability are part of every section of our community, of all ages, cultural backgrounds, Indigenous status, gender identity and sexual orientation.

Disability may be visible or non-visible, may be permanent or temporary and may have minimal or substantial impacts on a person's daily life. The intersectionality of a person's characteristics, experiences and disability means no two people experience disability in the same way.

There is no single definition for disability. The United Nations Convention on the Rights of Persons with Disabilities (CRPD) recognises disability as the intersection of a person's impairments with various barriers which hinder an individual's "full and effective participation in society on an equal basis with others".<sup>3</sup>



## Our people

Lauren Schulze

**Associate Director  
Technology Risk  
and Cyber Security  
Management Consulting**

Through KPMG and our initiatives in disability inclusion, I've learned that my experiences with chronic painful conditions are something that can not only be supported, but can also be shared to empower others.

I have experienced pain from long-term medical conditions for more than 20 years, and have been conditioned over that time to hide this experience away, despite the fact that it is a common facet of my life and something that can at times really impact me, both within and outside of work. There are often elements of fear and shame that people experience in having disabling medical conditions, or experiences that impact on our work and lives in obvious ways, but through some truly inspiring leadership and a supportive team, I've learned that this is in no way a barrier to my success, nor does it define my value as a person or an employee.

KPMG is making great progress towards improving access and inclusion for people with disability, and I've realised that our disability space is a broad enough umbrella for people like me to find a 'home' amongst those with similar experiences, and people who value the great strengths that people with disability bring to the workplace – courage, creativity, extensive capabilities, resilience, and a focus on humanistic leadership. And who doesn't want a person with those skills as part of their team? I'm passionate about being part of this journey towards a workplace and a world where disability inclusion is the norm, not an exception, and we remove the fear and shame to enable people to be the true leaders and valued team members that they are.

3 UN General Assembly, Convention on the Rights of Persons with Disabilities, 13 December 2006, A/RES/61/106, Article 1.

The *Disability Discrimination Act 1992* (Cth) (DDA) defines disability broadly and covers a range of temporary, permanent, past, present, future or imputed disabilities.<sup>4</sup>

At KPMG we recognise the multifaceted nature of disability; as not only a person's condition, but also about the social, cultural, physical and environmental barriers people may experience which impact on their ability to achieve full and equal participation. At KPMG we strive to remove these barriers and embrace the dignity and worth of all our people.

Ensuring KPMG is an inclusive workplace for people with disability means embracing disability and respecting the fundamental rights and freedoms of people with disability. KPMG has a responsibility to:

- understand disability
- recognise the societal attitudes, practices and structures may impact inclusion and hinder equal participation
- ensure we provide equal access in the workplace.

## Disability and the Australian workforce at a glance.

In 2018 there were 4.4 million Australians with disability or approximately 20%.<sup>5</sup>

### Common types of disability include:

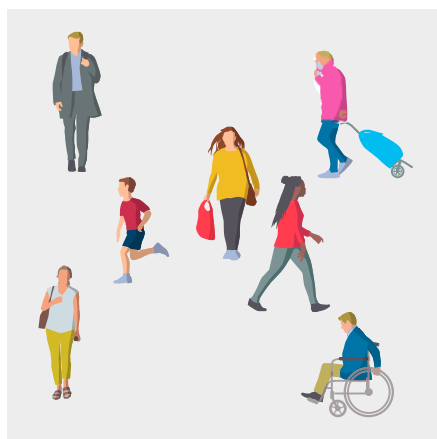
Physical  
Intellectual  
Mental Illness  
Sensory  
Neurological  
Immunological<sup>6</sup>

**2.7  
million**

people in Australia provide informal care for someone with a disability or an older person<sup>7</sup>

**2.1  
million**

Australians of working age have a disability<sup>8</sup>



**48%**

are employed, compared with

**80%**

for people of working age without disability<sup>9</sup>

**32%**

of employees with disability work as professionals or managers<sup>10</sup>

4 *Disability Discrimination Act 1992* (Cth) (4 (a) – (k)) defines disability as: disability, in relation to a person, means: (a) total or partial loss of the person's bodily or mental functions; or (b) total or partial loss of a part of the body; or (c) the presence in the body of organisms causing disease or illness; or (d) the presence in the body of organisms capable of causing disease or illness; or (e) the malfunction, malformation or disfigurement of a part of the person's body; or (f) a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or (g) a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour; and includes a disability that: (h) presently exists; or (i) previously existed but no longer exists; or (j) may exist in the future (including because of a genetic predisposition to that disability); or (k) is imputed to a person.

5 Australian Bureau of Statistics (ABS) 2019, [Disability, Ageing and Carers, Australia: Summary of Findings](#), viewed 13/04/2021

6 Australian Network on Disability, [What is disability?](#), 2021 AND, viewed 13/04/2021

7 Australian Bureau of Statistics (ABS) 2019, [Disability, Ageing and Carers, Australia: Summary of Findings](#), viewed 13/04/2021

8 Australian Bureau of Statistics (ABS) 2019, [Disability, Ageing and Carers, Australia: Summary of Findings](#), viewed 13/04/2021

9 Australian Bureau of Statistics (ABS) 2019, [Disability, Ageing and Carers, Australia: Summary of Findings](#), viewed 13/04/2021

10 Australian Network on Disability, [Infographic: Disability inclusion makes good business sense](#), 2021 AND, viewed 13/04/2021





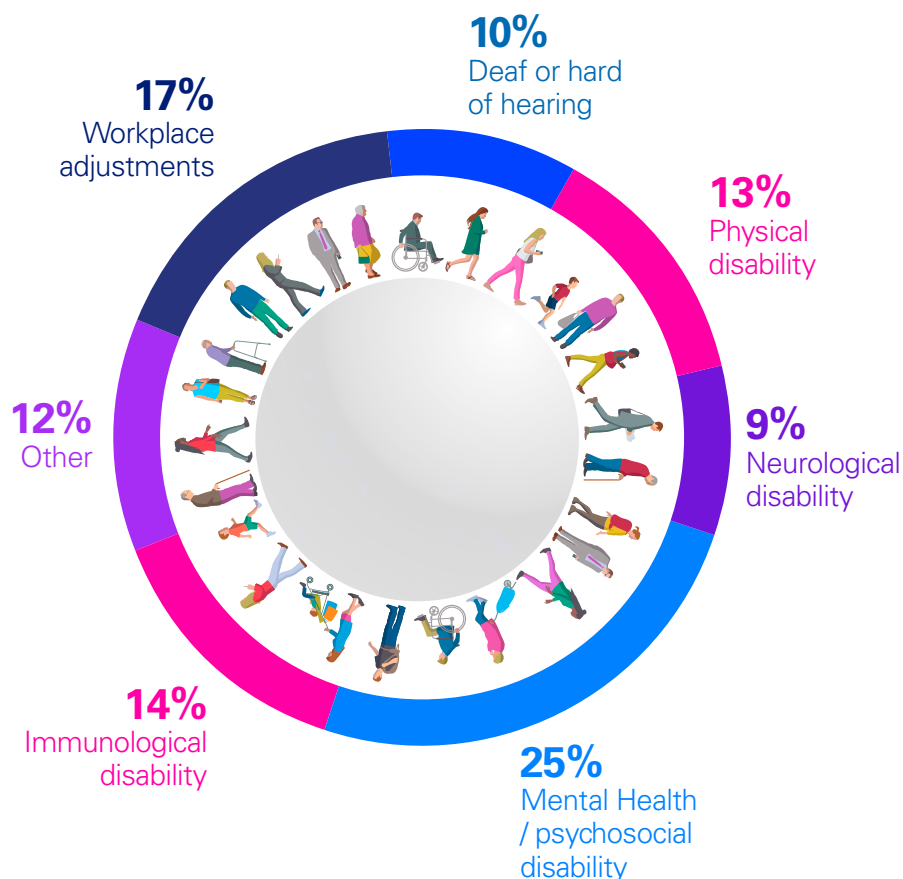
“Disability inclusion is still a relatively new space for KPMG. I find that I need to be the one to start the conversation, as many colleagues still appear to be quite worried about saying the wrong thing or using the wrong term. Once people understand my situation and my limitations, most are respectful and supportive. Developing tools and resources that make it easier to have conversations will be a huge step forward.”

**Michael Jerome-Smith**

Manager  
Health, Ageing and  
Human Services  
Management Consulting

According to our last Global People Survey 2020 (GPS) results, of those people who completed it, two percent of people at KPMG Australia identify as having a disability(ies).

**Disability at KPMG**







## Where are we now?

At KPMG, only two percent of our people identify as having disability – much lower than the national average.

Our 2020 KPMG Global People Survey results show that people with disability experience bigger barriers to work than and do not always have access to tools and resources they need to work effectively.

Additionally, a number of people we work with on a day-to-day basis such as clients and stakeholder groups, experience disability. Yet until recently we as a firm have not focused on equipping our people with the awareness and understanding of disability to work in an inclusive and responsive way.

We know from early work developing this plan that we face some significant challenges:

- Our people have variable understanding and awareness of disability. This lack of understanding can exclude people with disability in a myriad of ways and can manifest in things like fear of difference, paternalism, apathy, indifference or low expectations;
- There may be conscious or unconscious bias which impacts on recruitment and career progression for our people with disability, and in the assignment of work;

- Accessibility is a real issue for our people, clients and stakeholders with disability – including physical access to premises, building design, access to technology and the accessibility of KPMG communications.

### We can do better

This plan will help us address these challenges, promote disability inclusion and build disability confidence across the firm and the communities in which we operate.

## Our people

Peter Leek

**Manager  
Finance Strategy &  
Performance  
Management Consulting**

Image source:  
AP Photo/Greg Baker



Peter Leek was born with ataxic cerebral palsy. Ataxia means ‘without order’ or ‘incoordination’. It can make you look clumsy and unstable.

Perhaps not something you would expect to see in someone who has won five medals at the 2006 IPC Swimming World Championships, broken four world records and four Paralympic records at the 2008 Beijing Paralympic Games, and won six gold medals and one silver at the 2010 IPC Swimming World Championships. I’m proud to have achieved all of these.

Signing up for swimming lessons as a child, I was soon a member of the national team.

As a result of disparaging comments made to my family and me when I was a child, I became closeted about my disability. It was only as a teenager, when I began to see my disability as an advantage. I accepted myself for who I am, and was able to shift my expectations of myself; to grow and push myself to who I am today and see my disability as a strength rather than a weakness.

As a Manager in KPMG’s financial strategy & performance team, I am committed to facilitating the future of people with disability.

If I were to describe myself to colleagues, I would say I’m a Manager in Management

Consulting, not a disabled person who works. I’m grateful my colleagues see me first as a professional and second as a friend. My colleagues see my disability as a non-issue – about as important as my hair colour.

I see people with a disability as being equal to anyone else in the workplace but in some cases they can harness superhero-like abilities to move beyond what able-bodied individuals can do.

# Where do we want to be?

## Our vision

Our primary goal is to have inclusion, access and accessibility embedded in all the work we do, in all work settings, and for all our people. We want our firm to become Disability Confident and for all colleagues with disability to progress and thrive.

## Our goals

1. We empower our people with disability to grow and thrive
2. We become a Disability Confident organisation
3. We become a leader and champion for people with disability in Corporate Australia

## Our focus areas

To achieve our goals, KPMG Australia has committed to three strategic pillars:



We work towards a culture of true **inclusivity and belonging**

We **attract and retain** more people with disability to KPMG and increase the number of people with disability at all levels

We build **awareness and understanding** of disability among our people and tackle **conscious and unconscious bias**

We ensure our people with disability are **connected and supported**

We empower our people with disability to drive **career development and growth**

We have **strong role models** for people with disability both inside the firm and externally

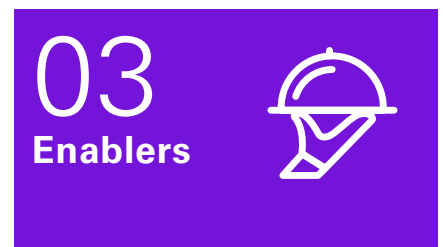


We **work with our clients** with disability in an inclusive way and provide accessible services and products

We build **relationships and networks** to collectively build awareness and Disability Confidence in Corporate Australia

We will elevate our efforts to **work with suppliers** who demonstrate commitment to disability inclusion

We work with **organisations and communities** who support people with disability



We utilise technology to ensure KPMG employees and partners with disability have the **technology, tools and resources** they need to work effectively

We ensure our **work environments, systems and processes** are accessible and enable our people with disability to work and collaborate effectively

We ensure our **communications and marketing** align with best practice accessibility standards, and celebrate people with disability

We have **robust data** across all areas of Inclusion & Diversity to help track and build on progress

# Our strategies and actions



Strategy	Timeframe	Accountability
<b>We work towards a culture of true inclusivity and belonging</b>		
Aim towards all firm-wide systems and processes (recruitment, onboarding, learning), virtual or face-to-face training, meetings and events are accessible and inclusive	2021-2022	<ul style="list-style-type: none"> <li>Disability Working Group</li> <li>Executive Champion &amp; Steering Group</li> </ul>
Ensure Disability Access and Inclusion is part of KPMG's Inclusion and Wellbeing for People Leaders program	2021	<ul style="list-style-type: none"> <li>Learning &amp; Development Lead &amp; Human Resources Lead, Disability Working Group</li> </ul>
Promote greater connection of employees with disability via Yammer, Microsoft Teams, and Disability Employee Network Group events	2021	<ul style="list-style-type: none"> <li>Internal Communications Lead, Disability Working Group</li> </ul>
<b>We attract and retain more people with disability to KPMG and increase the number of people with disability at all levels</b>		
Achieve Disability Confident Recruiter status as a firm: <ul style="list-style-type: none"> <li>Review recruitment and onboarding practices</li> <li>Review all recruitment channels (Graduate/Experienced Hire/Contingent)</li> <li>Create a firm-wide Disability Talent Attraction and Sourcing Strategy</li> </ul>	2022	<ul style="list-style-type: none"> <li>Recruitment Lead, Disability Working Group</li> <li>Head of Talent Acquisition</li> </ul>
Provide opportunities for young people with disability to kick-start their careers: <ul style="list-style-type: none"> <li>Establish 1-2 internships for students with disability – e.g. through the Australian Network on Disability's (AND) Stepping Into Internship program or similar program</li> <li>Scale involvement in AND's PACE Mentoring Program, and engage KPMG mentors for job-seekers with disability</li> </ul>	2022-2023	<ul style="list-style-type: none"> <li>Recruitment Lead, Disability Working Group</li> <li>Graduate Talent Acquisition Manager</li> </ul>
<b>We build awareness and understanding of disability among our people and tackle conscious and unconscious bias</b>		
Showcase stories of people with disability at KPMG, and the work we do with the disability community, in firm-wide communications	2021-2023	<ul style="list-style-type: none"> <li>Internal Communications Lead, Inclusion and Diversity lead, Disability Working Group</li> </ul>
Provide support to local service line inclusion and diversity networks to raise awareness of disability and guide them on local initiatives relating to disability	2021	<ul style="list-style-type: none"> <li>Internal Comms and Engagement Lead, Disability Working Group</li> </ul>
Embed disability awareness into all our training and induction pathways, including in our induction programs, recruitment and interview skills training, and through the development and roll-out of a disability awareness training module for all partners and staff	2022	<ul style="list-style-type: none"> <li>Learning &amp; Development Lead, Disability Working Group</li> </ul>





Strategy	Timeframe	Accountability
We ensure our people with disability are connected and supported		
Establish a network to help new employees with disability, and to provide ad hoc advice and support to any person with a disability and their managers	2022	<ul style="list-style-type: none"><li>Human Resources Lead, Disability Working Group, &amp; People, Performance &amp; Culture Onboarding</li></ul>
Promote greater connection of employees with Disability via Yammer, Microsoft Teams, formal and informal Disability Employee Network Group Events, including providing resources via the Knowledge Portal	2022	<ul style="list-style-type: none"><li>Learning &amp; Development Lead &amp; Internal Communications Lead, Disability Working Group</li></ul>
We empower our people with disability to drive career development and growth		
Apply an inclusion lens, including for people with a disability, for all talent mapping and career progression processes	2023	<ul style="list-style-type: none"><li>Human Resources Lead, Disability Working Group</li></ul>
We have strong role models for people with disability both inside the firm and externally		
Create a talent pool of leaders with disability across various leadership levels to share their stories	2022	<ul style="list-style-type: none"><li>Internal Engagement Lead, Disability Working Group</li></ul>



“Starting somewhere new is always daunting and when disability is added to that mix it can sometimes seem insurmountable. However, the outreach from colleagues within People, Performance & Culture, workplace management and my team in the first weeks ensure I had everything I needed and their approachability was beyond expectations, allowing the dialogue of my needs to be open and transparent when required.”

**Tait Jenkins**  
Graduate  
Audit, Assurance & Risk Consulting



“KPMG’s focus on disability sends a strong message that disability matters and brings fire to our values. It also helps pave the pathway for individuals to be their authentic selves at work and acknowledge their roles as individuals with lived experiences, carers, friends and colleagues by recognising that we all play a valuable role in our community. I am personally excited to see the ripple effects this will create with our employees, stakeholders and clients.”

**Othilia Nguyen-Le**  
Consultant  
Policy, Programs & Evaluation  
Management Consulting

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## Clients and stakeholders



Strategy	Timeframe	Accountability
<b>We work with our clients with disability in an inclusive way and provide accessible services and products</b>		
Strive to ensure all client-facing staff complete disability awareness training, and are able to confidently engage and work with any person with disability working for client organisations	2022-2023	<ul style="list-style-type: none"> <li>Learning &amp; Development Lead, Disability Working Group</li> </ul>
All front-of-house staff complete disability awareness training tailored to their roles, and are able to confidently assist any person with disability attending a KPMG client-related event or meeting, or contacting KPMG via the switchboard	2022	<ul style="list-style-type: none"> <li>Learning &amp; Development Lead, Disability Working Group</li> </ul>
Implement a process to identify and respond to access requirements for people with disability attending a KPMG client-related event or meeting, including a checklist for staff arranging events and meetings	2021	<ul style="list-style-type: none"> <li>Human Resources Lead, Disability Working Group</li> </ul>
Ensure client deliverables and reports are available in accessible form	2022	<ul style="list-style-type: none"> <li>External Communication Leads, Disability Working Group</li> </ul>
<b>We use our relationships and networks to collectively build awareness and Disability Confidence in Corporate Australia</b>		
Talk to our clients about disability issues and help each other learn from our experiences in building disability confidence and inclusion, and explore opportunities for collaboration	2022-2023	<ul style="list-style-type: none"> <li>External Communication Lead, Disability Working Group</li> <li>Partner Advisory Group</li> </ul>
Work with AND, major clients and other stakeholders to explore relevance and benefits of initiatives such as The Valuable 500 and We Are Purple (or similar initiatives) to build disability awareness and confidence in Corporate Australia	2022	<ul style="list-style-type: none"> <li>Executive Champion &amp; Steering Group</li> </ul>
Participate in local networks and events aimed at building disability confidence and inclusion, and host or sponsor an event each year	2021-2023	<ul style="list-style-type: none"> <li>External Communication Lead, Disability Working Group</li> </ul>
<b>We will elevate our efforts to work with suppliers who demonstrate commitment to disability inclusion</b>		
Review our procurement policies, practices, and major contracts, to enhance how we consider supplier commitment to disability inclusion, and to ensure we are procuring accessible products, technology, tools and services	2022	<ul style="list-style-type: none"> <li>Procurement Lead, Disability Working Group</li> </ul>
<b>We work with organisations and communities who support people with disability</b>		
Promote and encourage our leaders to contribute to disability organisations – e.g. through Board appointments	2022-2023	<ul style="list-style-type: none"> <li>External Communications Lead, Disability Working Group</li> <li>Partner, Corporate Citizenship</li> </ul>

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## Enablers



Strategy	Timeframe	Accountability
<b>We utilise technology to ensure KPMG staff and partners with disability have the technology, tools and resources they need to work effectively</b>		
Review and update policies and procedures relating to workplace adjustments (including requests and approval processes) to align with best practice, including Personal Emergency Evacuation Plans	2021	<ul style="list-style-type: none"> <li>• Workplace Adjustment Lead</li> <li>• People Management Lead</li> </ul>
Conduct training and disseminate materials for relevant employees such as Information Technology, Performance Development Managers and Human Resources on our updated policies and procedures	2022	<ul style="list-style-type: none"> <li>• Workplace Adjustment Lead</li> <li>• People Management Lead</li> </ul>
Monitor and review implemented policies and procedures to ensure they are meeting staff's needs and are adaptive to the changing nature of our workplace and disability	2023	<ul style="list-style-type: none"> <li>• Workplace Adjustment Lead</li> <li>• People Management Lead</li> </ul>
<b>We ensure our work environments, systems and processes are accessible and enable our people with disability to work and collaborate effectively</b>		
Conduct a workplace and 'hub' audit and review workplace adjustment policies to ensure our different work hubs (office, client, home) are accessible and inclusive to our staff and guests	2021-2022	<ul style="list-style-type: none"> <li>• Premises Workplace Services Lead</li> <li>• Workplace Adjustments &amp; Information Technology Lead</li> </ul>
Consult with employees and partners with disability across national offices through focus groups to explore amendments and improvements required	2023	<ul style="list-style-type: none"> <li>• Internal Engagement Lead</li> </ul>
<b>Our aim is that our communications and marketing align with best practice accessibility standards, and celebrate people with disability</b>		
Review KPMG's internal and external communications approaches and products against Accessibility Standards and adapt to align with best practice standards	2021	<ul style="list-style-type: none"> <li>• Internal Engagement Lead</li> <li>• External Engagement Lead</li> </ul>
Produce and distribute tangible checklists for work areas to ensure internal and external KPMG communications, events, documentation and tools are accessible. Organise training and support where required	2021-2022	<ul style="list-style-type: none"> <li>• Internal Engagement Lead</li> <li>• External Engagement Lead</li> </ul>
<b>We have robust data across all areas of Inclusion &amp; Diversity to help track and build on progress</b>		
Compile and analyse existing data on employees with disability and incorporate measures to improve our availability and quality of data on disability	2021	<ul style="list-style-type: none"> <li>• People Management Lead</li> <li>• Inclusion &amp; Diversity Director</li> </ul>



"My immediate team has been amazing since my Parkinson's diagnosis in 2014 – always ensuring flexibility in working arrangement and ensuring events and training sessions are accessible. Colleagues ensure that offsite venues are accessible and schedule meetings in the morning when I am less fatigued so I can perform at my best."

### Louise Southwell

Resource & Operations Coordinator  
Enterprise Audit

## Our people

Darren Munro

**Associate Director  
Engineering & Asset  
Management Advisory  
Management Consulting**



When my son Hugo was born, we knew he had a different way of interacting with the world.

Emotions in my family were high in Hugo's first few years of life until we sought help and support. Over time, and working with some wonderfully supportive people, we found that Hugo had Autism.

Hugo needs around-the-clock emotional support. This is a major commitment for my family around our very busy lives.

Without support from the National Disability Insurance Scheme (NDIS) I don't think we would've been able to create the environment in which Hugo is thriving in today. From speech pathology for social language skills to occupational

therapy, Hugo has the tools available to manage his sensory sensitivity, learning challenges and his impulsiveness; all of which has enhanced Hugo's life.

Hugo's school has also provided him with an outlet every Tuesday where he visits a not-for-profit community organisation where people with disability can interact with horses and learn horsemanship including riding and husbandry. It's been positive on Hugo's mental and physical development as riding a horse requires great concentration and physical conditioning, as well as engaging with his social surroundings.

Hugo is now seven years old and blossoming. He is learning, he is becoming incredibly dextrous, and loves building things 'that work'.

In many ways his neuro-diversity is an advantage. He has a way of looking at things through a different angle. An angle that provides for the space to develop higher possibilities that a neuro-typical person may not be able to contemplate. He regularly challenges me on various situations and asks 'why'. When I don't have the answer, he questions further for insight which makes me look at a given situation more broadly.

My wish for Hugo is to be healthy and happy, and I'm encouraged that inclusive and diverse working environments exist. I'm comforted knowing that one day when Hugo will be at work doing what he loves, he won't be considered different - diversity can have great effects.



# How we support and monitor implementation of this plan

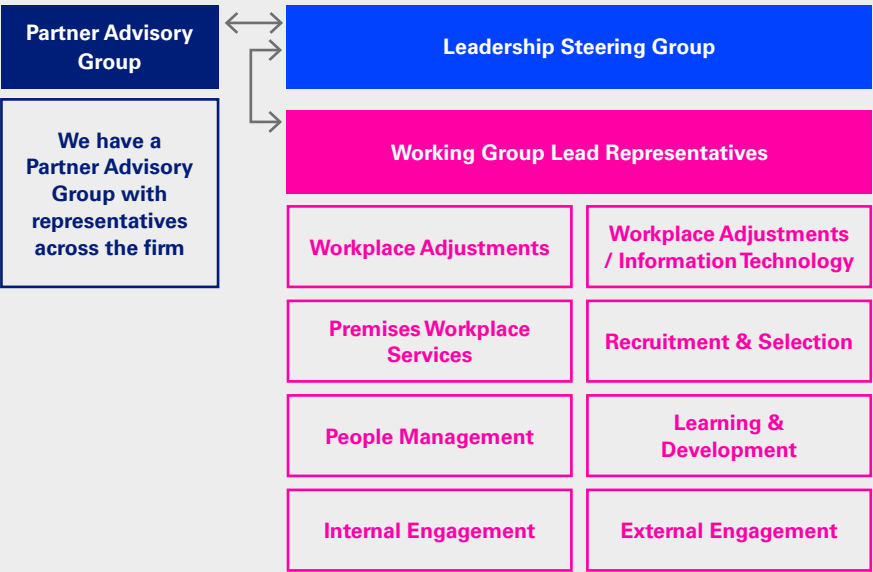


“It’s clear that KPMG has a genuine commitment to disability, and this sends a really strong message to team members with disability that we are important and valued. KPMG “walks the walk,” and are making real and positive changes to make KPMG more inclusive, as well as makes valuable contributions to the disability community through the work we do with disability sector organisations”

**David Kay**  
Director  
Health, Ageing and  
Human Services  
Management Consulting

This plan will be governed and monitored by the Disability Committee (Committee). The Committee governance structure is provided below.

## Governance structure



# Contact us



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