

OUR IMPACT PLAN **2022** PLAN



This databook contains the relevant datapoints for each material topic as reported in Our Impact Plan 2022. It covers the relevant activities of KPMG Australia, KPMG PNG and KPMG Fiji for the financial year to 30 June 2022, abbreviated as “2022,” unless otherwise stated.

DATABOOK

Environmental impact

EMISSIONS

Metric	Unit	CY21	CY20	CY19	Baseline (CY16)
Gross scope 1 emissions (Note 1)	tCO2-e	198	2	2	10
Gross scope 2 market based emissions	tCO2-e	2,336	3,738	5,939	10,893
Total gross scope 1 & 2 emissions	tCO2-e	2,534	3,740	5,941	10,903
Scope 3 emissions (Note 2)	tCO2-e	7,110	11,458	34,442	28,297
Net CO2-e emissions	tCO2-e	-	-	-	-
Year-on-year change in scope 1 emissions	%	9,800	n/a		
Year-on-year change in scope 2 emissions	%	-38	-37		
Year-on-year change in scope 1 & 2 emissions	%	-32	-37		
Year-on-year change in scope 3 emissions	%	-38	-66		
Reduction in gross scope 1, 2, and relevant scope 3 emissions from 2016 baseline	%	-75	-61		
Gross scope 1, 2, and relevant scope 3 emissions per full time equivalent	tCO2-e/FTE	1.0	1.9		6.9
Year-on-year change in tonnes CO2-e emissions per FTE	%	-46			
Gross tonnes CO2-e from air travel per FTE	tCO2-e/FTE	0.20	0.80	4.00	4.40
Emissions reduction from air travel per FTE (2016 baseline)	%	-95	-82		

ENERGY

Reduction in energy emissions per FTE from baseline (2016)	%	-84	-74		
Renewable Energy (Tenancy Use)	%	83	50		

HIGH SPEND SUPPLIERS AND CARBON INTENSITY

Metric	Unit	2022	2021
Carbon intensity of our client portfolio (Note 3)	kgCO2-e/\$revenue	0.106	

Environmental impact ...cont'd

WASTE

Metric	Unit	CY21	CY20	CY19
Waste to landfill	t	59	52	86
Recycling rate	%	68	73	76

DRIVING CULTURAL CHANGE

Metric	Unit	2022	2021	2020
Employees who think that KPMG fosters environmentally responsible practices	%	61	56	60
Participation in Climate Action Survey	%	10	2	3

NATURE AND BIODIVERSITY

Sites operating within or adjacent to Key Biodiversity Areas (Note 4)	#	4	4
Total floor area of sites operating within or adjacent to key biodiversity areas (Note 4)	m2	11,988	10,682
Sites operating within a high water stressed environment (Note 5)	#	1	1
Water consumed by sites operating within a water stressed environment (Note 5)	kL	783	841

Note 1: In 2021, KPMG Australia's reporting boundary included new controlled entities in Fiji (Suva and Nadi) and Papua New Guinea (Port Moresby). The increase in Scope 1 emissions is attributed to fleet vehicles operated in Port Moresby to transport employees to the office.

Note 2: Scope 3 includes all business travel (air travel, transport fuel in personal vehicles, taxis and rideshare), purchased goods for offices (food and catering onsite, office supplies and stationery), waste to landfill, paper consumption and approximate energy use of staff working from home (heating, cooling, lighting and equipment charging).

Note 3: We developed an approach to quantifying the carbon intensity of our client portfolio based on the global standard for apportionment of investment portfolio emissions to financial institutions, Partnership for Carbon Accounting Financials (PCAF) methodology. This metric is the ratio of apportioned client scope 1 + 2 GHG emissions relative to our 2021 revenue (excluding recoverable expenses), the emissions apportionment factor for each client being KPMG revenue/client operating expenditure. Where possible we have sourced publicly available data sets from IBIS World, NGER, ASX and Refinitiv, in addition to data publicly disclosed via individual company websites and reports. Where actual data was not available, we applied sector tCO₂e/\$OPEX factors for each of these sectors based on companies within the sector that did report actual data, to fill emissions gaps for companies where we were unable to source either OPEX or emissions or both.

Note 4: Key Biodiversity Areas as defined by the [Key Biodiversity Areas Organisation](#).

Note 5: High water stressed environments identified through the [WRI Aqueduct Risk Atlas](#).

People

PEOPLE

Includes partner admissions at July 1

TOTAL EMPLOYEES BY LEVEL

Metric	Unit	2022	2021	
People	Total	#	12,238	9,787
	AU, PNG, and Fiji partners		673	604
	AU Full Time		8,857	7,345
	AU Part Time	#	661	598
	Contingent (inc casuals)		1,781	1,240
	Fiji & PNG		266	-
Board	Total		11	11
	Full Time	#	9	10
	Part Time		-	1
	Contractor		2	-
National Executive Committee	Full Time	#	13	12
All partners	Total		673	604
	Full Time	#	632	580
	Part Time		30	24
	Fiji & PNG		11	-

People

... cont'd

PEOPLE

PEOPLE BY GENDER				
Metric		Unit	2022	2021
People	Men		6,418	5,148
	Women	#	5,775	4,597
	Gender diverse people		45	42
Board	Men		5	6
	Women	#	6	5
	Gender diverse people		-	-
National Executive Committee	Men		6	5
	Women	#	7	7
	Gender diverse people		-	-
Partners	Men		448	417
	Women	#	225	187
	Gender diverse people		-	-
Employees	Men		5,030	4,082
	Women	#	5,031	4,025
	Gender diverse people		23	16
Australia Full Time	Men		4,673	3,904
	Women	#	4,167	3,425
	Gender diverse people		17	16
Australia Part Time	Men		100	88
	Women	#	560	510
	Gender diverse people		1	-
Australia Casual	Men		163	90
	Women	#	132	90
	Gender diverse people		5	-
Fiji & PNG	Men		94	-
	Women	#	172	-
	Gender diverse people		-	-
Contingent	Men		940	649
	Women	#	519	385
	Gender diverse people		22	26

People

... cont'd

PEOPLE

LEVEL BY AGE*				
Metric		Unit	2022	2021
KPMG Australia	Under 30		39	36
	30-50	%	50	50
	50+		11	14
Board	Under 30		-	-
	30-50	%	36	36
	50+		64	64
National Executive Committee	Under 30		-	-
	30-50	%	31	42
	50+		69	58
Partners	Under 30		-	-
	30-50	%	64	65
	50+		36	35
Employees	Under 30		42	42
	30-50	%	51	52
	50+		7	6
Contingent	Under 30		25	9
	30-50	%	45	29
	50+		30	62

Note 6: it is not a requirement for casual staff to disclose their age. This information is therefore not reported.

EMPLOYEE AGE, DETAIL*				
Metric		Unit	2022	2021
Full Time Employees	Under 30		44	44
	30-50 years	%	49	50
	50+ years		7	6
Part Time Employees	Under 30		12	11
	30-50 years	%	74	78
	50+ years		14	11

*Excludes Fiji & PNG

NEW EMPLOYEES					
Metric		Unit	2022	2021	
New partners		#	126	74	
New graduates		#	749	593	
Women in partnership		%	33.4	31.0	
		Unit	Total	Men	Women
Total partners as at 1 July 2022		#	673	448	225
New partners year to 1 July 2022		#	126	73	53
Partner retirements year to 1 July 2022		#	57	42	15

Purpose, Values & culture

PEOPLE

WORKPLACE COMPLAINTS

Metric	Unit	2022	2021
Substantiated workplace complaints	#	38	27

Employee wellbeing

EMPLOYEE WELLBEING

Metric	Unit	2022	2021	2020
Incidents reported	#	37	48	67
Year-on-year incident changes	#	-11	-19	
Overall injury reduction	%	-26	-28	
Workplace inspections completed	%	100	100	
Scheduled training completed	%	100	100	
Compliance audits up to date	Yes/No	Yes		
Number of counter measures overdue from audits	#	0	0	
Risk assessment completed	%	100	100	
Number of overdue incident investigations	#	0	0	

Inclusion, diversity and equity

GENDER PAY GAP

Metric	Unit	2022	2021
Like for like	%	<1	<1
Employee gender pay gap (Note 7)	%	11.4	13.7
Partner gender pay (Note 8)	%	12.5	16.6

Note 7: Employee gender pay gap includes fixed remuneration (base salary + super) and excludes casuals and contractors.

Note 8: Gender pay gap is the percentage difference between average women's income and average men's income

USE OF PARENTAL LEAVE

Metric	Unit	2022	2021
Men (Note 9)	#	249	208
Women	#	218	112
Percent who return to work with firm	%	97	81

Note 9: 2021 men's parental leave includes men who took on average 2 – 4 weeks of parental leave.

Employee engagement

PEOPLE

GLOBAL PEOPLE SURVEY

Metric	Unit	2022	2021
Engagement Index	Score	75	76
Trust Index	Score	81	79
Growth Index	Score	71	68
Values Index	Score	80	78

Continuous learning

TRAINING

Metric	Unit	2022	2021
Average hours of training completed per employee	Hours	33.53	20.95

Prosperity

PROSPERITY

LEAD THE PROFESSION IN AUDIT QUALITY

Metric	Unit	2022	2021	2020	2019
Audit quality findings reported by ASIC (Note 10)	%		30	26	33
Pass rate of internally inspected engagements	%	83	91	85	92

Note 10: ASIC release audit quality findings post year-end. The above data reflects the most recent ASIC reporting as at release of this Report.

ADVOCATE ON THE ISSUES THAT MATTER MOST

Metric	Unit	2022	2021
Number of submissions to Government and Parliamentary Enquiries	#	26	18

Innovation

INNOVATION

Metric	Unit	2022	2021
Australian Staff who believe we are innovative	%	63	62

Impact of our client work

PROSPERITY

ECONOMIC CONTRIBUTION

Metric	Unit	2022	2021	2020
Audit, Assurance, and Risk Consulting revenue	\$m	644	590	
Deals, Tax, and Legal revenue	\$m	412	449	
Enterprise revenue	\$m	293*	243**	
Infrastructure, Assets, and Places revenue	\$m	164		
Management Consulting revenue	\$m	666	629	
Australia revenue	\$m	2,156	1,900	
Fiji and PNG revenue	\$m	23*	11**	
Revenue	\$m	2,179	1,911	1,747
Recoverable expenses	\$m	161	111	158
Total revenue	\$m	2,341	2,022	1,905
Tax paid	\$m	690	604	
Partners effective tax rate	%	40	38	
Partner profit growth	%	1	17	-12

* Includes Fiji & PNG

** PNG only

CLIENT SATISFACTION

Metric	Unit	2022	2021	2020
Client satisfaction	/ 10	8.7	8.8	8.6

Community impact

PROSPERITY

PARTNERSHIPS AND VOLUNTEERING

Metric	Unit	2022	2021	2020	2019
Staff undertaking Jawun volunteer secondment	#	7	9	13	15
Hours provided through Jawun secondment	#	1,225	1,000	2,875	3,533
People volunteering (Note 11)	#	1,138	351	3,473	1,310
Hours volunteered (Note 11)	#	8,992	3,694	25,877	11,068
Pro bono clients	#	108	104	127	121
Pro bono jobs	#	117	138	193	166
Pro bono hours	#	19,695	19,345	18,113	15,782
People who hold not-for-profit directorships	#	390	315	302	374
Not-for-profit directorship positions held (Note 12)	#	495	412	404	498
Addressable procurement spend directed to indigenous goods and services	%	3.22	3.5		

Note 11: includes general volunteering, committee volunteer time, Jawun. Excludes not-for-profit directorships.

Note 12: "Not-for-profit" organizations are those that limit their activities to those of a charitable, educational, religious, civic, or similar nature. These organizations may be defined and granted certain privileges under a jurisdiction's tax laws, have objectives that do not relate to generating profits, do not distribute surpluses, pay income tax or equivalents, and are not able to transfer ownership. "Civic" includes government and statutory bodies that operate in a not-for-profit mode, confer benefit to the wider community and do not conflict with the firm's activities.

Trusted and trustworthy

TRUST

Metric	Unit	2022	2021
Trust Index	Score	81	79

Data protection, privacy, and security

TRAINING AND BREACHES

Metric	Unit	2022	2021	2020	2019
Completion of Security Awareness for Everyone training	%	100			
Notifiable Data Breaches (Note 13)	#	0	0	0	0

Note 13: Notifiable Data Breaches are defined as an incident: in which personal or client data is lost or stolen; the integrity of personal or client data is/was affected; personal or client data is/was subject to unlawful disclosure.

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