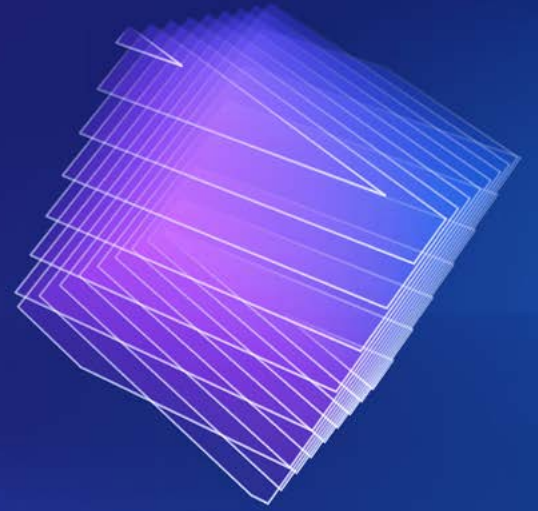




Human Rights Action Plan FY24 and FY25

KPMG Australia | June 2023



Our commitment to respect and promote human rights

KPMG Australia is committed to respecting and promoting human rights. We value acting with integrity and courage and fostering an ethical culture where everyone embraces a sense of responsibility for doing the right thing in the right way. Respecting human rights across all our business activities helps to uphold KPMG Australia's core values and achieve our vision of creating long-term, sustainable value for society.

KPMG Australia recognises its influence and impact as a professional services firm on the human rights of a range of stakeholders, including as a provider of professional services, employer, contractor, procurer, investor, and supporter of communities. We are committed to doing what matters by working closely with our stakeholders to identify and understand our impacts, to mitigate negative impacts and enhance positive ones.

Our Human Rights Action Plan

Our Human Rights Action Plan builds on the firm's existing human rights approach, and outlines how we will further embed our commitment to respecting and promoting human rights and communicate our progress. The Plan covers the FY24 and FY25 period and is designed to complement our Human Rights Policy and multi-year modern slavery response.

KPMG Australia's cross-functional Human Rights Working Group will oversee the implementation of this Plan, set targets to assess progress in meeting our commitments, and identify opportunities for continuous improvement of our approach to respecting human rights.



Human Rights Action Plan FY24 and FY25: commitments

01 Foster a culture of human rights

Our commitments

- Update the human rights training and capability building for our people.
- Empower our people to promote human rights with clients and in the community, including through skilled volunteering and pro bono engagements.
- Encourage proactive and early reporting of human rights concerns.

02 Demonstrate human rights leadership

Our commitments

- Promote consultation and collaboration in human rights and modern slavery response.
- Provide a platform for diverse voices to inform human rights initiatives and anti-slavery efforts.
- Leverage KPMG Australia's expertise to inform public debate on human rights.

03 Embed human rights into policies, practices and management systems

Our commitments

- Support the South Pacific Practice to operationalise good practice in human rights and modern slavery response.
- Engage human rights subject matter expertise in the review and development of policies that intersect with the firm's salient human rights issues.
- Apply a human rights lens to decision-making on the application and use of new technologies.

04 Transparency and continuous improvement

Our commitments

- Transparently communicate the impact of our human rights approach to internal and external stakeholders.
- Review the firm's grievance mechanism and human rights remediation approach to ensure alignment with the *UN Guiding Principles on Business and Human Rights*.

Contact us

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