

OUR PROGRESS AT A GLANCE: IMPACT PLAN 2023 SCORECARD

This scorecard contains key progress points for each commitment reported in [Our Impact Plan 2023](#), for the financial year to 30 June 2023. Further information can be found in our Impact Plan [Databook 2023](#).

Legend

- Achieved: Target or key initiatives have been achieved or exceeded.
- Positive progress: Substantive advancement against target or key initiatives.
- Insufficient progress: Progress against target or key initiatives was slower than expected or unsatisfactory.
- Not achieved: Target or key initiatives have not been achieved.
- N/A: Progress point not applicable or not available for the year.

Governance










Impact Plan Commitment	FY23 Progress metric	2023	2022	FY23 Progress update
Always act with a clear Purpose	Purpose Index (in development)	N/A	N/A	● Positive progress
Drive a responsible tax practice	Annual confirmation statement published in line with the Australian Tax Advisory Firm Governance Best Practice Principles (Yes/No)	Yes	N/A	● Achieved
To lead the profession in audit quality	Multi-year Audit Quality Transformation (AQT) in progress	N/A	N/A	● Positive progress
Act lawfully, ethically and in the public interest	We Do What is Right: Integrity at KPMG – training completion (target is 100%)	100%	100%	● Achieved
	'People can challenge their leaders when necessary without fearing negative consequences' ¹	74%	63%	● Positive progress
	'AT KPMG, we have a culture of doing the right thing' ²	94%	97%	
Uphold the highest level of information protection, data privacy and security	'People can report unethical practices without fear of any negative impact on them' ³	87%	85%	● Achieved
	Privacy and Security Awareness for Everyone (S.A.F.E) – training completion (target is 100%)	100%	100%	
	Notifiable data breaches	Zero	Zero	
Respect human rights and work against corruption and modern slavery	Confirmed instances where the firm caused, contributed to, or was directly linked to bribery, corruption, or modern slavery incidents	Zero	Zero	● Achieved

¹ Based on the percentage of respondents rating the related questions favourably within our Ethical Culture Index (ECI) survey.

² Ibid.

³ Ibid.







People

Impact Plan Commitment	FY23 Progress metric	2023	2022	FY23 Progress update
Provide a great people experience, built on our People Promise	Engagement Index ⁴	75%	75%	 Positive progress
Champion gender equality and create an inclusive and equitable culture for all	Partner gender balance – women in partnership (40% target by 2025)	35.1%	33.4%	 Positive progress
	Partner gender pay gap (target is year-on-year reduction)	11.58%	12.46%	 Positive progress
	Employee gender pay gap (target is year-on-year reduction)	9.9%	11.4%	 Positive progress
	Culturally diverse partners (20% target by 2025)	14.5%	11.4%	 Positive progress
	Indigenous people hired (target of 31 people in FY23)	19	32	 Not achieved
Protect the health and wellbeing of our people	'I am able to sustain the level of energy I need to do my work' ⁵	55%	53%	 Insufficient progress
Foster a continuous and future-fit learning and development culture	Average learning hours per employee	35 hours	33.5 hours	 Positive progress
Simpler, more inclusive recruitment process to attract world-class talent	Talent Attraction and Recruitment Reimagined program	N/A	N/A	 Positive progress

⁴ Based on the percentage of respondents rating the question favourably within our Global People Survey.

⁵ Ibid.

Planet

Impact Plan Commitment	FY23 Progress metric	2023	2022	FY23 Progress update
Decarbonise our operations and supply chain towards net zero	Change in gross Scope 1, 2 & 3 emissions (50% reduction target by 2030 against 2019 baseline) ⁶	-43%	-78%	 Positive progress
	Spend towards suppliers with Science-based net zero targets (80% target by 2025)	40%	N/A	 Positive progress
Support our clients' and Australia's transition to net zero	Understanding the carbon intensity of our client portfolio (kg CO ₂ -e/\$ revenue) ⁷	0.181kg ⁸	0.106kg	 Positive progress
Strengthen climate resilience with our people, clients and community partners	Engagement in climate-related initiatives (50% target by 2030)	N/A	N/A	 Insufficient progress
Advance our commitment to circularity	Waste diversion/recycling rate (90% annual target) ⁹	71%	68%	 Not achieved
Understand and improve our impact on nature and biodiversity	Investment in improving outcomes for nature and biodiversity	N/A	N/A	 Positive progress






⁶ Calendar year data to 31 December 2022, and 31 December 2021 respectively.

⁷ Figure refers to data for latest financial year available (FY22 and FY21 respectively). Please see our [Databook](#) for methodology.

⁸ This figure has been updated following a transcription error.

⁹ Calendar year data to 31 December 2022, and 31 December 2021 respectively.

Prosperity

Impact Plan Commitment	FY23 Progress metric	2023	2022	FY23 Progress update
Strong economic contribution	Total revenue (\$bn)	\$2.553	\$2.341	Up by 9.1%
	Taxes paid (\$m)	\$815	\$690	Up by 18.1%
	Number of people employed ¹⁰	10,173	10,084	Steady
Exceptional client outcomes, through work that matters	Client satisfaction score (target is >8.5 out of ten)	8.7	8.7	 Achieved
Build a thriving technology business and innovate with our clients, alliance partners, and the startup ecosystem	Developed new technology solutions for our firm and our clients	N/A	N/A	 Positive progress
Create a fairer, more inclusive and more sustainable future for our communities	Community investment contribution ¹¹	\$12.9m	N/A	 Positive progress
	Addressable procurement spend with Indigenous enterprises (3% annual target)	3.82%	3.22%	 Achieved
Advocate on the issues that matter	Number of submissions to Government, Parliamentary Inquiries and policy papers	39	26	 Positive progress

¹⁰ Includes full-time, part-time and casual employees in Australia, Fiji and PNG. Excludes partners and contingent workers.

¹¹ Please see our [Databook](#) for methodology.

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