



# Corporate Social Responsibility

2016 Report

KPMG in Bermuda

[kpmg.bm](http://kpmg.bm)



INVESTORS  
IN PEOPLE

Gold



# Our Commitment

Our aspiration at KPMG is to be the clear choice among professional services firms in Bermuda – for our people, clients and community. Our approach to Corporate Social Responsibility (CSR) is founded on the belief that business has a distinct and vital role to play in helping to solve important social and environmental issues.

We believe CSR is about pushing ourselves beyond mere compliance to questioning how we can best apply our knowledge and skills today to create a better world for tomorrow. Our Corporate Social Responsibility initiatives comprise volunteerism, philanthropy, corporate giving and relationships with non-profits. While our activities cover a broad range of issues, our main focus is youth and education and the environment.

As a leading professional services firm we can individually and collectively harness the power of the KPMG network to create lasting change. This is why we are committed to proactively doing more; moving beyond good governance, ethical behaviour and philanthropy to work with our clients, government, communities, schools and not-for-profit organisations. By involving and applying our greatest asset – our people – we gain insight and perspective, resulting in personal and professional growth and most importantly, advocacy for social improvement.

From our Managing Directors to our new graduate trainees, our people connect with their clients, community and each other through our shared commitment to good corporate citizenship.

I hope you enjoy our 2016 Annual Report.

A handwritten signature in white ink, appearing to read 'Neil Patterson', with a long, flowing horizontal line extending to the right.

**Neil Patterson**

Chairman, KPMG in Bermuda

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# Letter from the Committee Chairman

Our Corporate Social Responsibility (CSR) investment is an important part of our business strategy. We believe it is the right thing to do for our people, our community and the world at large.

CSR is about human investment and people working together to create better lives for the communities and environments in which to live and work.

For our people, it provides greater meaning, a sense of achievement, personal growth, professional development and joy.

For our community partners, it is about us giving back our time and skills, insight and contacts to help them realise the potential they see in themselves.

This document helps us reflect on what corporate social responsibility means to our people at KPMG. It is also about celebrating our achievements and being accountable for our commitments.

KPMG in Bermuda's CSR strategy aligns global and local priorities, whilst making a positive impact on the community, providing opportunities for our people and defining a clear marketplace position. It brings our values to life, defining who we are and what we stand for, fulfilling our aspiration to be the best professional services firm with which to work.

The key strategic priorities for CSR at KPMG in Bermuda continue to be reflected in our commitments to:

- **YOUTH DEVELOPMENT**

Through our support of youth activities, art programmes, and local sports initiatives - including our financial, creative, and personal support of Team BDA, Bermuda's entry into the RedBull Youth Americas Cup in July 2017; and support of the surrounding development programmes that have been created in advance of the upcoming Americas Cup.

- **HEALTH**

Through the firm's sponsored wellness programme, and continued financial support to the Bermuda Hospitals Charitable Trust and other health charities.

- **EDUCATION**

Through our annual support of various school social programmes including the firm's adoptive support of Dellwood Middle School through our Graduate Programme, our annual \$20,000 Scholarship Programme, student internship programmes and our administrative and financial support of the annual KPMG Investment Challenge.

- **THE ENVIRONMENT**

Through our local and global Green initiatives which include: reducing our environmental impacts; supporting research and its outcomes through volunteer work and our environmental partnerships; and initiatives that engage our people, clients and suppliers.

Beyond these, we also align ourselves with local initiatives and activities which benefit the community by way of corporate sponsorship such as: the KPMG Bermuda Front Street Mile; and the annual KPMG Round the Grounds Race.

Similarly, from a purely "corporate giving" basis, the firm also supports a number of grassroots charities serving the broader community in the areas of health care, elder care, the environment and the arts and humanities; as well as donating hundreds of thousands of dollars in professional services each year.

KPMG in Bermuda has a dedicated committee overseeing our CSR initiatives. Our giving policy is currently restricted to Bermuda registered charities and their on island activities, and as such, the firm does not fund individuals, religious organisations, overseas trips or events.

Above all, CSR is about doing the right thing, but always with purpose and a real commitment to change things for the better. It is about solving problems that really matter.



**Stephen Caton**

COO & Chairman of the CSR Committee, KPMG in Bermuda





“

At KPMG in Bermuda, we honour core values that shape the culture across our firm, including a strong commitment to our communities. These deeply-held values are the foundation on which we conduct business. We believe strongly that responsible business practices contribute to broad-based development and sustainable markets. ”

**Stephen Caton**

COO & Chairman of the CSR Committee,  
KPMG in Bermuda





# Committed to our Community

The volunteer spirit of KPMG in Bermuda includes members of our senior leadership team who currently serve on the boards of a wide range of charities including: the Bermuda Red Cross, CURB and the Bermuda Zoological Society.

Our 2016 Make a Difference Day series involved over 100 employees, engaging in a variety of volunteer activities throughout Bermuda. KPMG volunteers supported initiatives in support of the staff and students of Dellwood Middle School; and as part of the Bermuda Zoological Society's revitalisation of Trunk Island as a living museum nature reserve and educational outreach centre for Bermuda's youth. Both Dellwood and the BZS were overwhelmed by the difference that was made.

Year-on-year, more than 50 charities receive our support, principally in the areas of Youth, Education and Health & Human Services.

When the Toys for Tots campaign asked KPMG to consider making a donation to their 2016 initiative, our staff took up the call organising a firm-wide toy drive. This staff-led initiative enjoyed a magnificent response, resulting in over 200 toys being donated to the campaign by KPMG staff.

## PRODUCT & SERVICE AWARDS 2016

In 2016, KPMG in Bermuda was awarded the best Company Community / Charity Project" for our Make a Difference Day project with Dellwood Middle School by the Bermudian Magazine. This was one of KPMG's largest projects to date as it involved trucking of landscaping materials, garbage removal and a deep cleaning of various rooms.

Following our ethos of emphasis on education and assisting with youth focused initiatives, KPMG adopted Dellwood Middle School. Since adopting the school, KPMG has committed time and provided resources to aid in teachers carrying out their day-to-day duties. To date, KPMG has assisted Dellwood with the following:



- Assembled and installed book shelves in the library;
- Offered students volunteer spaces on KPMG sponsored events to gain community service hours;
- Taught an Excel professional development course;
- Landscaping and garden planting;
- Painting of trash bins, library and storage room;
- Donated work books; and
- General cleaning of various rooms.



**Rebekah Kofo Kasumu presenting awards**  
KPMG Round the Grounds Race 2016

# Committed to our People

## EMPLOYEE WELLNESS PROGRAMME

Our employee wellness programme has been designed to support as many of our staff as possible to enhance their overall health and wellbeing. The 2016 programme includes firm-hosted fitness classes; free healthy breakfasts; firm sponsored entry fees for various walks, races, and other sporting activities; in-house health seminars and wellness lunch and learns; in-house massages, and negotiated corporate rates for local health clubs. The firm also provides evening security officers to ensure any staff who wishes it can be escorted safely to their vehicles after work.

## KPMG MINI HEALTH FAIR

The KPMG in Bermuda Wellness Committee hosted their 3rd annual Mini Health Fair in April, 2016, with the aim of increasing staff awareness of general health matters and wellbeing. Staff were able to speak to a variety of local organisations, including: APEX Physio, Cancer & Health Centre; SANKOFA Wellness Center, Diabetes Association; BodyFit Nutritional, Horizontal Health, Asthma/Open Airways, and Salveo Therapeutics Massage.

## EMPLOYEE ASSISTANCE PROGRAMME

Our staff are entitled to free and confidential personal counselling services through a local independent counselling organization. The programme is fully financed by the firm, and offers assistance to KPMG employees and their families in a wide variety of areas.

## ANNUAL STAFF GOLF DAY

Our staff golf day is held annually in October, and usually amidst clear skies and sunshine. Open to all staff from all skill levels, KPMG golfers are placed into randomly selected foursomes on the day, giving participating staff the opportunity to get to know one another, network, and forge new friendships outside of the office.

## ANNUAL CHILDREN'S CHRISTMAS PARTY

On December 13, 2016, the firm once again held its annual Children's Christmas party, complete with crafts, games, presents, and a visit from Santa. Each year, KPMG staff are invited to bring their children to share in the fun and magic of the holiday season during this highly anticipated event.

## INVESTORS IN PEOPLE GOLD STANDARD AWARD

IIP has set the standard for better people management, and we are proud to have achieved Gold level status in December, 2015. KPMG has been accredited with the Investors in People (IIP) Standard since 2009, a standard that defines what it takes to lead, support and manage people well for sustainable results.



**KPMG's Annual Staff Golf Tournament**  
Turtle Hill Golf Club





Team BDA preparing for the RBYAC  
December 2016



# Forward Thinking: Youth Development

We have an ongoing commitment to help develop Bermudian youth and improve the experience, quality of life and eventual employability of our future generations.



Team BDA and KPMG Staff Meet and Greet  
June 2016

# Our Sponsorship of Team BDA

At KPMG in Bermuda, we pride ourselves on our long history of corporate social responsibility, giving to education, health and athletic causes across the Island – including football, cricket, rugby and tennis. We firmly believe we have an active part to play in this island's community.

Adding to that list, KPMG in Bermuda has again invested in the Island's young people with a donation of \$150,000 to Team BDA, Bermuda's entrant in the Red Bull Youth America's Cup. Along with financial support, KPMG in Bermuda has taken an active role in partnering with Team BDA, with our talented team providing creative design and marketing support for Team BDA.

Why Team BDA? KPMG in Bermuda believes in offering first rate training to young talented Bermudians, helping guide their hard work and dedication with providing them the opportunities of an international experience and training, enabling them to reach the peak of their careers. We are proud to do this every day - whether it's with a young graduate accountant taking their first steps into business, or a young sailor pushing themselves on the water. That's why we were first on board to support this amazing opportunity, with KPMG being the team's first local corporate sponsor.

The all-volunteer committee responsible for creating and managing Team BDA started out with over 100 applicants. After a grueling selection process, with months of hard work and training, the final 11 young Bermudians aged between 19 and 25 were selected to form the team.

They are: Connor Astwood, Mackenzie Cooper, Peter Dill, Philip Hagen, Mustafa Ingham, Emily Nagel, Owen Siese, Dimitri Stevens, Shomari Warner, Ceci Wollman and Danny Pell.

As proud sponsors of Team BDA, we congratulate the 11 exceptional athletes

who have been selected to represent Bermuda in the Red Bull Youth America's Cup, being held on June 12-21, 2017 right here in Bermuda's waters.

[Click here](#) to watch the RedBull Youth America's Cup team TeamBDA video



“

When Oracle approached us with the idea of Bermuda having a RedBull Youth America's Cup team, we knew it would take extensive support in all areas of our development. KPMG in Bermuda came on board as one of our top sponsors very early on, and have been an amazing champion of Team BDA. They have not only given financial support, but we have been very fortunate to have their design and marketing assistance as well. In fact, our first-ever public appearance as a whole team was in January, as participants in the longstanding and renowned KPMG Front Street Mile, which we enjoyed tremendously. We on Team BDA are working very hard toward our goal of winning the RBYAC in June, and KPMG's generous sponsorship helps to ensure that we are prepared and ready.

”

**Laura Cutler - Team BDA's manager**



**Team BDA's Ceci Wollman during training**  
September 2016



# Design of Team BDA's GC32 for the Red Bull Youth America's Cup

Team Bermuda's GC32 foiling catamaran received a makeover in October 2016, giving the boat a distinctive design. The new design was created by Nina Cotterill as part of KPMG's sponsorship of the team, and applied by Bermuda Blueprinting.

The design was a two-stage process that took place over three days. First the hulls were wrapped with a special vinyl donated by 3M, and then the logos of Team Bermuda and its sponsors – Arch Capital Group Ltd., Ascendant Group, Belco, KPMG and Hamilton Re – were applied.

Ultimately, it is the Team Bermuda sailors that will use the boat to get ready for the Red Bull Youth America's Cup, right here in Bermuda.

"It's awesome. We really appreciate all the hard work and support it took to give the boat a Bermudian look and we cannot wait to get her back out on the Great Sound,"

**Mackenzie Cooper**, Team Bermuda

"This is such an exciting moment for the team because the boat will now be instantly recognisable when it is out on the water.

We are just so grateful to Nina, the guys at Bermuda Blue and, of course, the team's sponsors."

**Laura Cutler**, Team Bermuda's team manager

“

I was honoured for the opportunity to design the GC32 branding for Team BDA. Working closely with the team, Bermuda Blueprinting and the other sponsors, we came up with a design which uses Bermuda's colours in a way that conveyed the speed and technology of a high performance racing boat.

The boat was christened "CAT-5" during its launch event on Thursday November 3, 2016, a name we know the team will truly live up to on race day! I cannot wait to see them in action, and hope all of Bermuda comes out to show support during the Red Bull Youth America's Cup races in June 2017! ”

**Nina Cotterill** - Graphic Designer



**Nina Cotterill during the Team BDA Boat launch**  
November 2016



# Our Youth Focused Initiatives

## KPMG FRONT STREET MILE

KPMG in Bermuda works in partnership with the Bermuda National Athletics Association and the organisers of the Bermuda Marathon Weekend to stage the selection trials and the finals of the KPMG Bermuda Invitational Mile in January each year. This initiative attracts students aged 8 to 18 from all local schools, who vie for the opportunity to participate in the international event. The students get the opportunity to meet and train with elite runners from around the world.

## KPMG ROUND THE GROUNDS RACE

On Sunday, March 20, 2016 over 600 participants of all abilities and aged from 4 to 18 took part in the annual KPMG Round the Grounds Junior Running Race in the Botanical Gardens.

## KPMG INVESTMENT CHALLENGE

As part of our ongoing commitment to education and youth development, KPMG in Bermuda launched the Senior School Investment Challenge in 2005. Under the terms of the investment club-like initiative, participating schools are given \$50,000 in virtual funds to trade over the course of 6 months. At the end of the programme, real cash prizes totalling \$20,000 are awarded to the schools of the first, second and third placed teams. The core objective of the Challenge is to create a meaningful and perpetual educational programme for Bermuda's Senior Schools.

[Click here](#) to watch the KPMG Front Street Mile promo video



[Click here](#) to watch the KPMG Round the Grounds promo video



[Click here](#) to watch KPMG Investment Challenge promo video



“

The thing that stands out for me is that KPMG not only talks the talk, but walks the talk - not just writing a cheque to sponsor the event but also turning up in numbers to make it all happen and with a good cross section of employees from Managing Directors to office staff. ”

**Harry John Patchett** - Race Commentator



**KPMG Round the Grounds Race**  
March 2016

# The Kaleidoscope Arts Foundation



**Ali Hochberg & Jamie Lee-Wright, Assistant Manager**  
March 2016

The availability of clean drinking water containers is something many of us take for granted.

The Kaleidoscope Arts Foundation (KAF) recently reached out to community partners to help ensure that all students have clean, appropriate, re-usable water bottles for use during KAF camps and classes, as well as at home. KPMG in Bermuda's Jamie-Lee Wright stepped forward and arranged a KPMG donation of dozens of water bottles and string bags that will be provided to students.

“

KAF recently reached out to community partners to help ensure that all students have clean, appropriate, re-usable water bottles for use during KAF camps and classes, as well as at home. KPMG stepped forward and generously donated dozens of water bottles and string bags that will be provided to students free of charge. The availability of clean drinking water containers is something many of us take for granted and KAF is grateful to KPMG staff for helping us address this need. ”

**Ali Hochberg** - KAF Volunteer

# Alpha Phi Alpha Beautillion Sponsorship

KPMG in Bermuda continues to support youth development and we were proud to sponsor The 2016 Alpha Beautillion, a scholarship programme organised by the Alpha Phi Alpha Fraternity showcasing highly motivated high school students.

Congratulations to Théo Wolffe of Warwick Academy who has participated in numerous community service projects and professional development workshops.

“

I wish to express to you my sincere gratitude for this beautiful advertisement and for the generous support the KPMG Marketing team has given me.

KPMG's sponsorship will go a long way in assisting me in putting my best foot forward in the Alpha Beautillion and it will go towards what will surely be a beneficial leadership conference to be held this summer in New York. ”



**Théo Wolffe** - Alpha Phi Alpha Fraternity

**Théo Wolffe**  
June 2016



# Our Support of the BLTA Youth Tennis Development Programme

On June 22 through June 27, 2016 Bermuda hosted the prestigious Bank of Bermuda Foundation ITF Junior Tennis Tournament at the W.E.R. Joell Tennis Stadium. KPMG was once again a major contributing sponsor of this event which supports junior tennis development in Bermuda. Now in its 12th year, the International Junior Tennis Tournament, a Grade 4 ITF (International Tennis Federation) event, hosted two age groups: 14 and under, and 18 and under, boys and girls competition.

It is the only tournament in Bermuda that is ITF-sanctioned allowing for international competition and enabling Bermuda's juniors to vie for important world ranking points.

"Participation in organised sport helps our young people develop positive character traits and life values, by emphasising the importance of teamwork, sportsmanship and perseverance."

**Neil Patterson** - Chairman

“

The ITF is the world governing body of tennis, and as such they run an elite tournament on the island. Bermuda's juniors not only experience a high level of competition, but also have exposure to world-class officiating, and learn that international competition asks for greater requirements.

Overall, it is an invaluable development opportunity and we greatly appreciate KPMG's continued support. ”

**Michael Wolfe** - BLTA President



**Neil Patterson presenting KPMG's donation**

Bank of Bermuda Foundation ITF Junior Tennis Tournament, June 2016



**Vanessa Paulos making a difference**  
KPMG's Make a Difference Day 2016



# Make a Difference Day 2016

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

Our employees gain first-hand experience of the importance of contributing to our local communities and are encouraged to continue relationships with the charitable and service organisations we support. With hundreds of person hours in a single day, together we make a significant impact in a short period.

Each year, we close our office to participate as a team in the MaDD community project.





# Support of Dellwood Middle School

On Friday, June 5, 2016, KPMG in Bermuda's annual Make a Difference Day (MaDD) was held in support of Dellwood Middle School. Over 130 KPMG staff and leadership worked alongside Dellwood students to help revitalise the school's buildings and grounds, and to assist with planning and executing a variety of administrative tasks.

Over the course of a regular working day, KPMG volunteers invigorated the school's appearance, by clearing out the front entrance, planting gardens, painting the gates and prepping a school yard wall for student artists to create a mural to display their artistic abilities. At the same time, separate KPMG teams cleared, cleaned and painted the storage and working areas of the school to enable their use going forward, installed new shelves in the school library, and helped to sort through administrative processes within the school's office.

KPMG teams prepped and painted a number of litter barrels for the school's use, donated by Keep Bermuda Beautiful as part of their Artful Bins Project, with primer, paint and brushes donated by Pembroke Paint. Dellwood students hand-painted and decorated the bins to turn them into trash and recycling bins to be used at the school campus.

Keeping in the spirit of community and giving, KPMG were kept cool and hydrated throughout the day with much appreciated ice and water coolers generously donated by John Barritt & Son Ltd.

As a part of the day, KPMG in Bermuda also announced that this will be part of an ongoing commitment by the firm to the support of Dellwood Middle School through the firm's CSR initiatives, which started with the donation of six laptop computers.

Neil Patterson, Chairman of KPMG in Bermuda said, "It is amazing not only the amount of work completed today, but the quality of work is outstanding. Although MaDD is an annual event for us, we at KPMG are happy to take our community initiatives one step further this year. Working alongside the students not only during MaDD, but with the students throughout the year will allow KPMG staff members to really feel a sense of pride and a real impact within the community."

To celebrate National School Salute week and to say thank you to KPMG in Bermuda for our community support at our 2016 MaDD, Dellwood gave us a very special performance.

[Click here](#) to watch Dellwood Salute Video





“

The Dellwood Family is beyond elated to be the recipient of MaDD at KPMG. We identified several areas around the campus which were in need of repair and KPMG stepped in to ensure that the students and staff at Dellwood have a campus that they can be proud of. I am so pleased that the students had an opportunity to see a major company from “downtown”, as they say, give back to the community. One of the areas that we promote at Dellwood is community service which requires all students to serve a set number of volunteer hours on annual basis. KPMG has just reinforced for the students what we are trying to instill in them. A Big Thank You to KPMG! ”

**Tina Duke -**

Principal, Dellwood Middle School





# Value Adding: Education

We have an ongoing commitment to improve the lives of people disadvantaged by their social or economic situations. Close to our heart is the action we can take to address improving education and educational opportunities on the island.



Dayshalae Smith and Sarah Fitzsimmons  
KPMG Graduate Programme



# The KPMG in Bermuda Scholarship

The KPMG in Bermuda Scholarship is awarded annually to a Bermudian university student interested in pursuing a career either as a Chartered Professional Accountant or Certified Public Accountant.

The scholarship provides financial assistance for undergraduates and postgraduates, an invitation to a career and a future full of possibilities. The KPMG Scholarship has a value of BD\$20,000 per annum and is renewable for a total of three years, providing the recipient meets all of the required conditions.

Recipients are placed in the firm's mentor-driven graduate programme and ensured that every professional step taken is well-planned, supported and coupled with a personalised development plan tailored to meet the individual needs of each graduate.

“

It is an honour to have been selected as the KPMG Scholarship recipient. Words cannot express my gratitude and thanks to KPMG for allowing me the opportunity to further my education and to have a career with KPMG. This scholarship will allow me to focus on obtaining my BSBA in Finance, Masters in Accounting, as well as my U.S. Certified Public Accounting designation. Interning during the summer months has allowed me to experience the working environment, culture and people first hand. Everyone was genuinely interested in helping me learn and grow.

I am positive this is the firm I want to begin my career with! ”

**Jahlae Outerbridge** - KPMG in Bermuda 2016 Scholarship Recipient



**Wanda Armstrong, Jahlae Outerbridge, Steve Woodward and Jennifer Beech**  
Awarding the KPMG in Bermuda 2016 Scholarship

# Our Graduate Programme

KPMG in Bermuda makes a significant investment in its Staff Accountants, providing training, educational and financial assistance on top of salary and other benefits. In return, KPMG asks for hard work and dedication from all of their Staff Accountants, especially in regard to gaining their qualification and developing as a professional accountant. The training entails a commitment of at least 30 months of work experience and study following university education.

The firm provides graduates with a variety of work experience. They receive individual support and mentoring and their work experience is tailored to their knowledge, previous work, academic qualifications and particular course of study.

[Click here](#) to watch the KPMG K-Nect Networking event promo video



On the job with KPMG Staff Accountants

“

The KPMG Graduate Programme provides a great platform for a career in financial services. Students are supported as they pursue their professional qualification, both financially and through an active mentorship programme. With a three-year training plan and valuable work experience, students are equipped to meet their career goals. ”

**Christine Terceira** - KPMG Staff Accountant

# Our Student Internship Programme

KPMG in Bermuda hosts a biannual K-Nect student event as well as a Parent & Teachers' K-Nect Information evening. At these events, parents, teachers and students are able to find out how KPMG in Bermuda can help shape students' interest in business and financial services into a rewarding career. In addition, the opportunities offered in terms of summer internships and the annual KPMG Scholarship are presented.

Our 2016 Summer Interns started their first week with Audit training followed by a two week project for seven local non-profit organisations.

Here's a selection of activities our interns were involved with:

- Proposing an America's Cup Business Plan for R/V Endurance;
- Cleanse current email database and deliver solution for automated maintenance;
- Producing a survey and reviewing files to create statistical graphs;
- Development of a new volunteer/ membership/contact database; updating referral booklet for distribution to clients;
- Research and develop a data base system; creating a procedures manual; creating payroll spreadsheets to run monthly payroll and data entry; and
- Establish an electronic client database; inventory of residential supplies and recording systems.

The projects provided the students the opportunity to use their initiative and creativity, with a mentor system in place, and allowed them to improve on their presentation skills as they delivered their findings and recommendations to KPMG's management and staff, and the Senior Executives from the various charities.

As a separate project, the KPMG Interns participated in the Centre of Philanthropy's Summer Intern Community Day held on July 15, 2016.

[Click here](#) to watch the KPMG Student Internship Programme video



KPMG Student Interns 2016



# Staff initiatives

Throughout the year, our staff have planned and implemented their own initiatives in supporting community and charitable works: from organising team participation in various community events to generously donating time, goods and funds to many Bermuda registered charities.



Team KPMG during Relay for Life Bermuda  
May 2016

# Charity Walks

As part of the initiatives set by KPMG in Bermuda's Wellness Committee, KPMG staff have been actively involved in Bermuda's charity walks this year, in support of various charitable programmes and groups.

Aside from the funds raised on these walks, participants found this to be a great way to interact with their colleagues while staying active and enjoying the natural beauty of our island. KPMG in Bermuda have supported staff in the following walks and runs:

- Partner Re 5K;
- BF&M Breast Cancer Walk;
- Bacardi 8K;
- Bermuda Beat the Couch 5K;
- Bermuda Race Weekend;
- Butterfield & Vallis 5K;
- Validus Running of the Bulls 5K;
- XL Catlin Man on the Run 5K;
- You Go Girl Relay;
- Lindo's-to-Lindo's 5 mile Walk/Run;
- Bermuda Triple Challenge;
- BAMZ Zoom Around the Sound 7.5 mile Run/Walk/Cycle;
- Catlin End-to-End and Middle-to-End; and
- May 24th Bermuda Day Half Marathon and Half Marathon Relay.



**Supporting the Community and Enjoying the Outdoors**  
Team KPMG in the 2016 BF&M Breast Cancer Walk

“

KPMG's Wellness committee is dedicated to supporting and motivating employees in their efforts to lead a healthy lifestyle. The committee has done a fantastic job of helping employees improve their overall health and wellbeing by sponsoring and funding numerous fun/run/walk events throughout the year and by providing healthy snacks and free massage services during the firm's busy season. The support of the Wellness Committee has maintained a level of team spirit and enthusiasm in the workplace. The committee has proven its belief that, "the greatest wealth is health." ~ Virgil. ”

**Jessica Simmons**  
Audit Senior



# Staff denim days - Casual fundraising

## P.A.L.S.

In January 2016, staff members raised funds for P.A.L.S. in memory of our well loved employee Liz Francis.

## BERMUDA HEART FOUNDATION

In February 2016, staff members raised funds for the Bermuda Heart Foundation, the leader in Heart Health advocacy in Bermuda.

## WOMEN'S RESOURCE CENTRE

In March 2016, staff members raised funds and awareness, in support of the Women's Resource Centre, with additional matching funds being donated by the K-Women committee.

## RELAY FOR LIFE

In April 2016, staff members raised funds for Bermuda Cancer & Health via donations to the KPMG in Bermuda Relay for Life team.

## BERMUDA RED CROSS

In May 2016, staff members raised funds for the Bermuda Red Cross as part of the organisation's annual Red White and Do Day.

## WEAR IT PINK DENIM DAY

In October 2016, KPMG staff members organised a "Wear it PINK Denim Day" in support of the Bermuda Cancer and Health Centre's annual Breast Cancer Awareness appeal.

## DENIM FOR DIABETES

In November 2016, staff raised funds for Bermuda Diabetes Association, which raises awareness and aims to tackle Bermuda's diabetes epidemic

## TOYS FOR TOTS

In December 2016, staff donated toys to the annual Toys for Tots campaign, receiving a denim day in exchange for a donated toy.

Throughout the year on selected Fridays, staff at KPMG in Bermuda take part in Denim Days, in an effort to raise money for a variety of local charities. Since October 2015, KPMG in Bermuda staff have raised over

# \$5,400

for local charities, through our monthly Denim Day initiatives.



**KPMG Volunteers at the KPMG Front Street Mile**  
January 2016



# Relay for Life team KPMG

“

A huge thank you to those who supported the KPMG in Bermuda Relay For Life Team, to those who successfully completed the event and to those who took the time to bake goods, arrange the fund-raising events, set-up and break down the tents and man the stall. Overall funds raised by our teams totalled over:

**\$7,640**

We look forward to making this an even bigger success next year!”

**Wanda Armstrong**

Senior Manager,  
Human Resources

On May 27-28, 2016 KPMG registered a contingent of forty-five employees to participate in the 2nd Annual Relay for Life 24-hour walk-a-thon, in support of the Bermuda Cancer and Health Centre.

The Relay for Life is a global event which honours cancer survivors, remembers loved ones lost, and raises funds to fight against the disease.

Over 100 organisations and over 2,000 participants took part in this exciting and worthy cause.

KPMG staff sold baked goods, popcorn, candy floss, '86 envelopes', and generously gave individual donations to reach their fundraising goal.

KPMG volunteers manned the team tents and fundraising stands, while participants took turns walking, jogging and running their portion of the relay - with many staying on to support our teammates as they completed their part of the 24hrs.



Team KPMG during Relay for Life Bermuda 2016  
May 2016

# Support of the Atlantic Rugby Cup 2016

In June 2016, 50 professional rugby players visited Bermuda in support of the Beyond Rugby Programme. During this time, they worked with the youth of Bermuda at various schools across the island.

Beyond Rugby works with some of the most at-risk kids in Bermuda. It provides an avenue to channel emotions, learn the importance of teamwork and respect for one another - some of the values of rugby.

Over and above that, the programme provides kids with counseling, demands study and provides meals to those in need.

KPMG in Bermuda provided sponsorship of the Beyond Rugby - Atlantic Rugby Cup 2016.

“

Thank you for supporting the Atlantic Rugby Cup events in 2016 - it really is appreciated. It is a truly humbling experience being part of this magnificent programme and we can't do what we do without your support. It is a vital component to our continued success. ”

**Gareth Nokes** - Atlantic Rugby Cup 2016



**Professional Rugby players Johnny Leota and Happy Sloan with Team KPMG**  
Beyond Rugby Corporate Tournament, June 2016



# Sponsored sports teams

KPMG has dedicated their support through the Wellness Committee, in ensuring the health and wellness of their employees by sponsoring a softball and volleyball team each year to participate in both the Bermuda winter and summer leagues.

Throughout the 2015/16 season, the team has shown dedication and commitment which lead to KPMG placing 1st in the regular season, both winter and summer league. Unfortunately, we fell short in the softball playoffs, however, it has not deterred the team as they are gearing up to win it all in the up coming seasons.

KPMG's sponsored volleyball team plays in numerous corporate beach volleyball tournaments. A highlight of the 2016 season was KPMG's 1st place finish in the consolation group of the 2016 Bermuda Volleyball Association's Corporate Tournament.

At the moment, with the guidance and leadership of Bill Miller and Kate Gyorgy, KPMG is currently underway in the Bermuda Volleyball Association's winter league. Bump it, set it, smack it down!



**KPMG Volleyball Team Practice**  
September, 2016

“

Our team consists of a wide variety of staff from all levels and departments within the firm which helps build teamwork both on the field and in the office.

Regardless if you have never played softball, never let the fear of striking out keep you from playing... because at the end of it all, all you need to know is that the KPMG team is awesome! ”

**Vanessa Paulos** - KPMG Staff Accountant

# KPMG's Beat the Couch team 'Lady Bugs'

They 'Beat the Couch' indeed! On Sunday May 1, 2016, the all-female KPMG team comprising of Sherrisse Facey, Natalie Watson, Tansae Wellman, Ann Besalo and Jessica Simmons pulled off impressive times during the 2016 season.

Sherrisse Facey placed 1st in the Corporate Challenge 5k and received the award for fastest female, while Natalie Watson placed 2nd in the Corporate Challenge 5k.

KPMG has entered teams in this annual event from the first year, and while all participants have seen huge improvements in their overall health and fitness, this is the first KPMG 'Beat the Couch' Team to bring home Gold, Silver and a 1st Place finish for the fastest female participant!

Well done team KPMG!



**KPMG 'Lady Bugs'**  
Beat the Couch programme, February 2016

“

I was about four months post-partum when I decided to join BTC7 to help kick-start my fitness routine. I could barely run for a minute before BTC7 and now I can run a full 5K without having to walk in between. BTC is definitely a great programme for every fitness level and I am a testament to that.

Thank you to KPMG's Wellness Programme for sponsoring me through it. A quote that can best describe my BTC experience is, "You don't have to be great to start, but you have to start to be great." ”

**Ann Besalo** - Senior Manager





“

The KPMG in Bermuda Wellness programme is designed to help all staff enhance their overall wellbeing and aims to support and motivate our staff as they take positive steps toward optimal health. ”

**KPMG Wellness Committee**  
Terms of Reference



# Passionate: the Environment

Sustainability is an essential element of KPMG's business strategy. Our responsibility to communities and the marketplace drives us to implement sustainable principles, which adds value for our clients and reflects the values of our professionals.



KPMG's Green Committee receiving Greenrock Green Workplace Award  
May 2016



# Our Green Committee

Our work is grounded in practicality. We want to use our professional skills and capacity to help solve significant problems and grow the potential in society to create lasting environmental change. We do this through KPMG in Bermuda's Green Committee initiatives.

## GREEN COMMITTEE GOALS & KEY ACTIVITIES

One of the goals of the Green Committee is to provide continued "green awareness" to the staff at KPMG in Bermuda. There are several ways in which this was achieved this year:

We offered a lunch and learn entitled "Biodiversity on Bermuda's deep reefs: A possible refuge for invasive lionfish." We also continued to offer Green Tips of the Month and quarterly "green lobby giveaways."

We also installed dual-motion sensor lights in the kitchens, lounges and shower rooms (these had previously been installed in all of our bathrooms). In recognition of Earth Month, we hosted a joint Green-Wellness Expo, entered a KPMG team in the Earth Hour 5K Glow Fun Walk and Run event and held a competition entitled "What's your Green Idea?"

The Green team continue to conduct twice-yearly waste audits to monitor and promote recycling; we're also tracking electricity usage in order to conduct an electricity analysis; we are doing the same for printing.

Of particular note, we are delighted to have been awarded the Greenrock Green building Awards contest.



**KPMG's Green-Wellness Expo**  
April 2016

# Inclusive: Gender Equality

Our K-Women Committee's mission is to forge and sustain an inclusive environment, where barriers of progression, whether perceived or real, are removed and the promotion and development of all individuals within KPMG in Bermuda are enhanced through mentoring, networking and education.



**Dame Pamela Gordon presents during KPMG's K-Women lunch and learn**  
November 2016



# Our K-Women Committee

K-Women is the Bermuda chapter of KPMG Global's Network of Women (KNOW). K-Women launched in May 2015 and has since completed their first phase of integration.

Phase 1 consisted of: (a) Acknowledging where KPMG in Bermuda was as a firm and where we plan to be in the next five years; (b) Creating awareness of the committee within the firm and the wider community; (c) Encouraging open and honest conversation about the development of our women and how we will move into a future where there is equal representation of both men and women within our leadership group.

K-Women has now moved into its second phase, and will continue to build

on it's success throughout the 2016/17 Financial Year.

For Phase 2 of the initiative, K-Women has developed three core focus areas of ACTION, being; Mentorship & Sponsorship, Networking and Education.

*"We believe focusing on these core areas will put us in a great position to achieve our long-term goals. We thank the Managing Directors for their support and encouragement of the committee. Together we will continue to instill an environment where both men and women can advance their careers at KPMG and ultimately achieve greater equality within our leadership."*

**Rebekah Kofo Kasumu**  
Senior Manager



**Donating to the Women's Resource Centre**  
March 2016

“

As the Chairman of KPMG in Bermuda, it is my responsibility to encourage the advancement of all individuals regardless of their race, background or gender and to help everyone achieve their full potential. By continuing to embed diversity and inclusion into our business we can utilise the best talent available to generate solutions for our clients in the markets in which they operate.

I am absolutely delighted to support this initiative and I look forward to seeing it create positive change over the next few years.”

**Neil Patterson** - Chairman

# Spotlight on Philanthropy: Exceptional Actions and Achievements this Year

Exceptional actions and accomplishments achieved by the staff at KPMG in Bermuda this year show that philanthropy at our firm extends far beyond the borders of just financial giving.





# Diving for Marine Conservation - KPMG's Andrew de Melo

Andrew de Melo, Network Support, IT Services, received his PADI Open Water SCUBA Instructor certification in December 2015.

Since certification, he has held CPR, AED (automated external defibrillator), and First Aid courses at the Bermuda College and is now certifying our own colleagues at KPMG.

He participates in events to educate the public, such as teaching the Lionfish Culling Programme permit sessions at BUEI, St. George's Marine Expo, and Lionfish Tournaments.

In July 2016, Andrew received two technical diving certifications, qualifying him for the use of breathing gas mixtures greater than 40% oxygen and for staged decompression.

This has extended his limits from recreational depths and times to 130ft to 150ft. Andrew is now pushing forward with his technical diving in which he will be looking to certify himself to dive to 200ft on trimix (a mixture of helium, oxygen, and nitrogen).

With this, Andrew plans to go for a new deep diving team to search for shipwrecks, which lay outside recreational diving depths, and to find new lionfish hotspots to level the playing game!



**Andrew de Melo teaching at the Lionfish Culling Programme**  
June 2016

“

I continue to mentor local divers and tourists to get in the water and expand their skills, by passing on my knowledge to them.

In my opinion, technical diving is looked upon as taboo in Bermuda and there does not seem to be much of a demand. This mentality is holding dive shops back from moving forward.

My vision is that one day, we can move forward with this initiative and explore the deep wonders and mysteries which Bermuda has laying around this beautiful island.”

**Andrew de Melo** - IT Services

# Donation of office furniture to The Berkeley Institute

As part of KPMG in Bermuda's continuing support to the Berkeley Institute, the firm donated office furniture to the school, including four hutches, a bookshelf and a bookcase.

In September 2016, KPMG donated the items to the Berkeley Institute's carpentry class, who have been using them for a woodwork project throughout the term, with the goal of selling the finished products to raise funds for a trip to visit overseas colleges in February 2017.

“

On behalf of the Technical Studies Department at Berkeley Institute, I would like to thank KPMG for the furniture which was given to us. We are currently planning our second annual College Tour to Providence Rhode Island (USA) in February 2017 and the funds raised during our furniture sale will greatly assist with this. Thank you again for your assistance.”

**Trevor Haynes** - Instructional Team Leader, The Berkeley Institute.



**Berkeley Students receiving furniture donation**  
September 2016



# Our Annual Support of Bermuda's Toys for Tots Campaign

This worthy programme is jointly organised by Coldwell Banker Bermuda Realty and the Coalition for the Protection of Children who collaborate with KPMG and other socially responsible businesses to collect new toys for less fortunate children.

KPMG in Bermuda's toy donation was organised and collected for by staff volunteers with an additional financial donation being contributed by the firm.

“

On behalf of Coldwell Banker Bermuda Realty and the Coalition for the Protection of Children, we would like to extend to you our sincere gratitude for your selfless act of giving.

Martin Luther King Jr. once said, “Everybody can be great, because anybody can serve.” You are great because you have chosen to serve your community in this very special way. Thank you again for your contribution. ”

**Cratonia Smith and Heather Chilvers** - Sales Representatives, Coldwell Banker Bermuda Realty



KPMG's festive Toys for Tots donation  
December 2016

# Annual Rubber Duck Derby Raffle Sales

Friends of Hospice is the charity supporting Agape House, Bermuda's only hospice and palliative care center.

Friends of Hospice promotes greater awareness of hospice and palliative care in the community, enhances the quality of life for patients, family and friends and provides financial support to programmes and services at Agape House.

KPMG once again facilitated the sales of Rubber Duck Derby raffle tickets in our front lobby to KPMG staff as well as sponsored corporate level ducks for the 2016 Derby.

“

Friends of Hospice are very grateful to KPMG management and staff for being fabulous third sector citizens - you truly have heart. We have been blessed by the opportunity to sell our annual raffle tickets to the staff in your lobby and each year your giving has increased. Thank you – thank you – thank you!

”

**Cathy Belvedere** - Executive Director



**Selling Rubber Duck Derby raffle tickets in aid of Agape House**  
May 2016



# Cupmatch Fund Raiser - in Aid of Chewstick

During the day before Cupmatch holiday there was a battle of east verses west! In the spirit of giving and the best holiday on the island, KPMG in Bermuda decided to have a little fun while assisting Chewstick with their fundraising efforts by seeing which team could donate the most!

The total amount raised was \$702, with the winning team being St. George's.

“

On behalf of The Chewstick Foundation I would like to thank KPMG in Bermuda for the donation of \$702.

2016 has been a difficult year for Chewstick, and thoughtful gifts such as this help tremendously towards returning the organisation to full operation - thank you! ”

**Gavin Djanta Smith**

- Executive Director & Founder,  
The Chewstick Foundation



**Raising funds for The Chewstick Foundation**  
July 2016

# KPMG Dominates Big 4 Football

Throughout the months of April and May, the KPMG in Bermuda football team dominated the 2016 Big 4 football season, posting convincing wins over Ernst & Young and PwC, and capping the season with a quarter-final finish during the 7th Annual Corporate Charity Football Tournament.

On Friday, April 15, 2016 the KPMG football team started their season with a highly anticipated opening match against Ernst & Young. KPMG welcomed back two alumni players in Nathan Peskett and Pete Robey, and Tamacia Lynch made her historic debut as the first K-Woman to participate in a competitive game for the KPMG in Bermuda team.

After finding their stride, KPMG opened up a 2-0 lead with back to back unanswered goals, but in an impressive left side attack, Ernst & Young pulled one back with a great strike, leaving the score at 2-1. KPMG continued to play some great football however, and finished the first half with a comfortable 5-1 lead thanks to two goals from ex-Gibraltar striker and Enterprise Senior Paul Montero, who went on to finish the game with a hat-trick. KPMG kept up the pressure throughout the second half, with KPMG's newly formed defensive partnership of Advisory's Greg Muir and Alex Brown proving too much for E&Y's front line to contend with, and the KPMG team netting another 6 goals before the final whistle.

The game proved to be a great warm up for the following week's crucial annual matchup against PwC, who wrestled the trophy from KPMG in 2015.

The atmosphere was electric for the April 22 match, with a large crowd of KPMG and PwC supporters filling the stands in support of their respective teams, all well aware of the bragging rights at stake. Coming out of the gates strong, PwC dominated possession early, keeping pressure high and making several strong runs at the net, but it was KPMG newcomer Jonnie Burnett, who finally broke the deadlock at the 25 minute mark with a conversion following a corner kick.

Coming out of half time 1-0, KPMG keeper and Staff Accountant Scott Higgins remained steady as a rock, answering an early PwC cross with lightning reflex to maintain the lead. KPMG added a 3 further goals from Audit Senior, Marquel Waldron; Actuary, Daniel Andrade and alumni, Sam Butler, and despite a late rally with several

heated challenges, the PwC team was unable to crack KPMG's defence to post a score, resulting in a comfortable 4-0 win for KPMG.

The game was played in good spirits with both teams and supporters sharing post-match drinks as KPMG celebrated the return of the trophy to Crown House.

Following this victorious run in the Big 4 circuit, the KPMG team set their sights on the 7th Annual Corporate Charity Football Tournament, competing against 15 teams in May 2016. KPMG put up a great showing throughout the tournament, progressing to a heartbreaking quarterfinal knock out by eventual tournament winners, the Bermuda Union of Teachers - and being great firm ambassadors, having fun, and raising over \$250 for a local Autism charity in the process.



**Fans cheer on KPMG's football team**  
April 2016





KPMG's football team  
April 2016



# Xtreme Sports Games - Team KPMG

In April 2016 KPMG's Wellness committee sponsored KPMG team to enter into the Xtreme Sports Games.

Xtreme Sports is Bermuda's newest corporate team building event. The Xtreme Sports Games will feature a fun-filled day of 16 different companies competing against each other in various sports and activities. However, the twist is that most of the sports and activities are unconventional. Sports and activities such as bubble football, human bowling, slip-n-slide kickball, volley pong, and zorb racing to name a few.

Team KPMG came 3rd out of the 16 corporate teams which entered.



**KPMG in Bermuda Xtreme sports Team**  
April 2016

“

What a day it was! Typically you would expect to have events like this within your organisation, but to have a chance to participate in a team building event with your day-to-day clients is certainly a unique experience (some would say “sore” the day after). An excellent way to get Bermuda's corporations together to meet and socialise outside the traditional avenues.

”

**Bernard Opuku** - Senior Manager



# Our Philosophy: Giving

Our Corporate Social Responsibility philosophy is built on personal and collective commitment. Our policies and initiatives seek to build value with, and for, our community partners, including:

## PRO BONO WORK POLICY

Harnessing our skills and expertise to support not-for-profit organisations through pro bono work engagements.

## COMMUNITY VOLUNTEER LEAVE POLICY

Encouraging and supporting our people to spend time volunteering in their communities during, and outside of, work hours.

## BERMUDA PARTNERSHIPS

Forming strong relationships with not-for-profit organisations to achieve lasting community impact.

## INTERNATIONAL AND LOCAL DISASTER RELIEF

Providing funding, volunteers and other support during an emergency.

## WORKPLACE GIVING PROGRAMME

Enabling our people to donate to their favourite community organisation through payroll deductions.

## DIRECTORSHIPS AND STEWARDSHIP

Our senior leadership team gives generously of their time, advice and experience as directors and officers of various charities and community organisations.

### Spotlight on Board of Bermuda Zoological Society (BZS)

KPMG in Bermuda's Chairman, Neil Patterson and Managing Director, Stephen Woodward, sit on the Board of the BZS.



Stephen Woodward feeding the Giant Tortoise at the Bermuda Aquarium, Museum and Zoo

# The Corporate Social Responsibility Committee

KPMG in Bermuda's CSR strategy aligns global and local priorities, whilst making a positive impact on the community, providing opportunities for our people, and defining a clear marketplace position.

CSR is embedded in KPMG's values and KPMG in Bermuda recognise that our firm has the skill, influence and business knowledge to make a significant and positive contribution to the issues that affect our communities and environments.

KPMG in Bermuda has a dedicated committee overseeing our corporate social responsibility initiatives, and CSR at KPMG in Bermuda is driven by our impact on the community; the engagement of our people; our reputation in the marketplace; and our values.

In addition to our annual financial commitments to registered charities, we place particular emphasis on partnering with health, education, youth development and environmental programmes.

## OUR MANDATE

The CSR Committee's mandate is to support KPMG in Bermuda to achieve our three-fold mission:

1. To be committed to our communities;
2. To work towards improving the health, education, development, equitable access to resources and eventual employability of Bermuda youth; and
3. To be an example amongst our peers for greater Bermuda-based CSR uptake in support of local health care, elder care, environment, and arts and humanities initiatives.

## SUMMARY OF OUR GIVING TERMS

KPMG's giving policy is restricted to Bermuda registered charities and their local activities.

We do not provide financial support to individuals, overseas trips and events, or to religious organisations directly. However, we do support certain community outreach projects led by religious-based organisations.

Request letters, with full supporting documentation, should be emailed to [info@kpmg.bm](mailto:info@kpmg.bm) or delivered to our offices at Crown House, for the attention of the Chair, CSR Committee. Please submit your request at least three months in advance of your fundraising need, activity or event.

For the latest CSR guidance visit [kpmg.bm](http://kpmg.bm)

ROLE	NAME	TITLE
Sponsor	Neil Patterson	Chairman
Chair	Stephen Caton	COO
Deputy Chair	Mark Lavery	Senior Manager
Secretary	Beverly De Deus	Client Service Executive
Committee Member	Craig Bridgewater	Managing Director
Committee Member	Stephen Woodward	Managing Director



**Stephen Woodward presenting awards**  
KPMG Front Street Mile 2016





# Teamwork and expertise.

A strong team works together, values every individual's strength, and strives to bring out the best in each other. It's true in sports, and it's true in business.

Key contact: Neil Patterson, Chairman  
T. (441) 294 2605 E. [neilpatterson@kpmg.bm](mailto:neilpatterson@kpmg.bm)

Passion. Purpose. Perspective.

[kpmg.bm](http://kpmg.bm)



*KPMG in Bermuda are proud sponsors of Team Bermuda in the Red Bull Youth America's Cup. Two of the team are seen here getting a taste for foiling in preparation for the arrival of the full size Team Bermuda foiling catamaran.*



## Contact us

[kpmg.bm](http://kpmg.bm)

[info@kpmg.bm](mailto:info@kpmg.bm)

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