



# Corporate Social Responsibility

2017 Report

KPMG in Bermuda

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



INVESTORS  
IN PEOPLE | Gold



# Our Commitment

Business plays a distinct and vital role in helping solve important social and environmental issues. At KPMG, our Corporate Social Responsibility (CSR) initiatives range from volunteerism to philanthropy and corporate giving to our relationships with non-profits. While we are involved in many activities, we are particularly committed to youth, education, health 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. 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. 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 – aiming to leave things in a better way than we found them.

This year we have had participation from all staff in over 50 charity events and raised over \$80,000 through staff initiatives alone.

Our aspiration at KPMG is to be the clear choice among professional services firms in Bermuda – for our people, clients and community. 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. It is the fabric of who we are.

I hope you enjoy our 2017 Annual Report.

A handwritten signature in white ink, appearing to read 'Neil Patterson', with a stylized flourish at the end.

**Neil Patterson**  
Chairman, KPMG in Bermuda

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# Letter from the Committee Chair

Our Corporate Social Responsibility (CSR) investment is an integral 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 where people collaborate to create better lives for the communities and environments in which we 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 our time and skills, insight and contacts to help them realise the potential they see in themselves.

Our Annual Report helps us reflect on what corporate social responsibility means to our people at KPMG. It is also about celebrating our achievements and maintaining accountability 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 activities development programmes for young persons, youth-focused charities and local sports initiatives, including our financial, creative and personal support of Team BDA, Bermuda's entry into the RedBull Youth America's Cup 2017.

- **EDUCATION**

Through our continuing relationship with Dellwood Middle School, mentoring programmes like Virtual Enterprise, our Graduate Programme, the KPMG Scholarship, student internships, the annual KPMG Investment Challenge and our administrative and financial commitment to educational charities.

- **HEALTH**

Through the firm's sponsored Wellness Programme, active participation in multiple sporting and well-being events and continued financial and volunteer support of Bermuda's key health and related support charities.

- **THE ENVIRONMENT**

Through our local and global Green initiatives which include: reducing our environmental impact, supporting research and its outcomes through volunteer work, our ongoing environmental partnerships and driving 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.

Our corporate giving extends to grassroots charities serving the broader community with a focus on culture, art and humanities. We are also proud to provide professional services on a full or part pro bono basis - valued at hundreds of thousands of dollars annually - to charities and not-for-profit organisations

KPMG in Bermuda has a dedicated committee overseeing our CSR initiatives. Our giving policy is 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. Through considered decisions, defined purpose and a real commitment to improve and enrich our communities, KPMG is proud to be a leading community partner.



**Stephen Caton**  
COO & Chair 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 & Chair of the CSR Committee,  
KPMG in Bermuda



# Committed to our Community

Being committed to our community is a core value close to the heart of everyone at KPMG.

From sponsored events, through the multiple community projects organised by our summer interns, to our firm wide Make A Difference Day, our People are continuously engaging throughout our community.

The volunteer spirit of KPMG in Bermuda includes members of our senior leadership team who currently serve on various government and community boards including the following charities;

- The Berkeley Institute;
- National Museum of Bermuda; and
- the Bermuda Zoological Society.

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

We are proud to partner with these community organisations.



KPMG Round the Grounds Race 2017



# 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 2017 programme included 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 an evening security presence enabling staff to be escorted safely to their vehicles after work.

## KPMG MINI HEALTH FAIR

The KPMG in Bermuda Wellness Committee hosted their 4th annual Mini Health Fair in April 2017, 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 organisation. 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 18, 2017, 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

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. IIP has set the standard for better people management, and we are proud to have achieved Gold level status from December, 2015.



**Justine Dzofonoo-Burch greeting guests**  
KPMG K-Nect Student Networking Event

# 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.



**Participants celebrating their achievements**  
KPMG Round the Grounds Race 2017



# Our Youth Focused Initiatives

## KPMG ROUND THE GROUNDS RACE

On Sunday, March 19, 2017 over 500 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.

## 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.

[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 Investment Challenge**  
May 2017





Felicia Govender presenting awards  
KPMG Round the Grounds Race 2017



# Virtual Enterprise International Competition

For the second year KPMG employees across the firm are serving as mentors for students at The Berkeley Institute. Their Virtual Enterprises International class involves running a company on a virtual platform and competing with almost 2000 students worldwide. The Berkeley Institute students have formed a company called “Vacations in Paradise Enterprises” (VIP) which sells holiday packages and bundles to Bermuda.

VIP has all the elements of an authentic corporation with the required departments such as Finance, HR, and Marketing and students are placed in positions throughout the company; CEO, VP’s, etc. The students must submit projects and make pitches in order to be graded. The class culminates in a trade show in New York City next May where the students will sell their products. KPMG mentors regularly visit the school and are coaching the students on presentation skills, writing their business plan, balancing budgets, compiling an employee manual, as well as assisting with, and attending, an open house they held to raise funds for the upcoming trip.



**Berkeley Institute Students**

November 2017

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The purpose of this enterprise is to immerse Bermudian students in real life experiences and expose them to entrepreneurship. By pairing with mentors the students can gain invaluable experience and tap into our expertise. KPMG is looking forward to continuing to support the students in this endeavor and helping to ensure the success of their business. ”

**Kimberley Louisien** - Senior Manager

# Our Sponsorship of Team BDA



**KPMG's staff summer party at America's Cup**  
May 2017

At KPMG in Bermuda, we firmly believe we have an active part to play in this island's community.

Over the last two years, we 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 took an active role in partnering with Team BDA, with our talented team providing creative design and marketing support for Team BDA.

We believe 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 were: Connor Astwood, Mackenzie Cooper, Peter Dill, Philip Hagen, Mustafa Ingham, Emily Nagel, Owen Siese,

Dimitri Stevens, Shomari Warner, Ceci Wollman and Danny Pell.

In January 2017, Team BDA, alongside Team Japan competed in the KPMG Front Street Mile in an exhibition race.

As proud sponsors of Team BDA, we congratulate the 11 exceptional athletes who were selected to represent Bermuda in the Red Bull Youth America's Cup, held on June 12-21, 2017 right here in Bermuda's waters.

This summer, we sent all of our staff to the America's Cup village for a day of team building, exciting races and to support Team BDA!



“

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. ”

**Laura Cutler – Team BDA's manager**



# 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.



**Justine Dzofonoo-Burch greeting guests**  
KPMG KNet Student Networking Event



# The KPMG in Bermuda Scholarship

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I am so honoured to be the recipient of the 2017 KPMG Scholarship and am excited to be in a position to start giving back to the firm in the future. What appealed to me most about the KPMG scholarship was having the opportunity and mentoring to study for and obtain my CPA and the wide breadth of positions offered within the firm for internships and full-time jobs.

Through the KPMG scholarship and graduate programme, I now have a clear opportunity to enter a world-renowned firm that has the size and guidance procedures set in place for me to enter an industry that interests me and will allow me to excel with the firm. I hope to join KPMG in their Advisory or Financial Services team providing research and consulting services to local companies, helping them to operate to the best of their abilities and thrive in their industry. ”

**Conor Lohan** – KPMG in Bermuda 2017 Scholarship Recipient

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.



**Steve Woodward, Conor Lohan, Wanda Armstrong and Craig Bridgewater**  
Awarding the KPMG in Bermuda 2017 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



KPMG Staff Accountants with Wanda Armstrong, Senior Manager

“

The KPMG Graduate Programme provides a supportive platform for students to achieve their career aspirations. The Programme allows its graduates to network with leading industry professionals and engage in hands on learning while pursuing a professional designation. Graduates also have the opportunity to interact with the community by participating in corporate service initiatives throughout the year.

”

**Chelsy Furtado**

KPMG Staff Accountant



# Our Student Internship Programme

KPMG in Bermuda hosts biannual K-Nect student events 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 2017 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 14, 2017.

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



KPMG Student Interns 2017

# Working together: Sport 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 2017



# Charity Walks

As part of the initiatives set by KPMG in Bermuda's Wellness Committee, KPMG staff have been actively involved in many of Bermuda's sponsored 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 activities:

- BAC Jingle Bell 5K (benefits the Bermuda Red Cross)
- Bacardi 8K;
- BAMZ Zoom Around the Sound 7.5 mile Run/Walk/Cycle;
- Bank of Bermuda Triathlon
- Bermuda Race Weekend;
- Bermuda Triple Challenge;
- BF&M Breast Cancer Walk;
- Butterfield & Vallis 5K;
- Catlin End-to-End and Middle-to-End;
- Crime Stoppers 5K;
- Lindo's-to-Lindo's 5 mile Walk/Run;
- May 24th Bermuda Day Half Marathon and Half Marathon Relay.
- Nature Valley 5K;
- Partner Re 5K;
- Validus Running of the Bulls 5K; and
- XL Catlin Man on the Run 5K.



**Supporting the Community and Enjoying the Outdoors**  
Team KPMG in the 2017 Partner Re 5K

“

The Wellness Committee's initiatives and support are a key factor in allowing KPMG's employees to strive for and maintain a healthy work life balance. The committee provides a plethora of opportunities for all of us to lead fit and fun lifestyles while at the same time getting co-workers excited and engaged together outside of the office.

From the little things like busy season healthy snacks in the mornings, all the way up to sponsoring teams for major local events including the Triple Challenge, Bermuda Triangle, Xtreme Sports challenge, countless run/walks, and many more, the committee is clearly committed and effective in maintaining a gold-standard level of team spirit and enthusiasm in our close-knit work environment. ”

**Josh Bush**  
Audit Senior

# Relay for Life team KPMG

“

The Corporate Social Responsibility Committee would like to give a big thank you to all who supported and came out to the fantastic Relay for Life Bermuda 2017 event – we could not have done it without you!

Your support truly paid off this year as we surpassed our goal of \$10K and hit a record breaking number for KPMG of...

# \$11,912

All funds will support cancer prevention and detection and to improve access to treatment with the local establishment of radiation therapy.”

**Kelly Hartkorn**

Audit Senior, and CSR Committee member

On May 12 - 13, 2017, The Bermuda Cancer and Health Centre hosted their annual Relay For Life of Bermuda 2017, a 24 hour walk/run-a-thon at the North Field, National Sports Centre.

The Mission of Relay For Life of Bermuda is to raise awareness and funds to support cancer prevention and detection and to improve access to treatment with the local establishment of radiation therapy.

On the lead up to the event, Team KPMG in Bermuda hosted a variety of

fund raising initiatives around the office in order to reach their donation goal of \$10,000. These activities included bake sales, raffle prizes and we even had members of staff 'walk the plank'!

All members of staff including our Managing Directors came together to help raise funds and participate at the walk / run-a-thon (for at least an hour) in support of this worthy cause.

The support truly paid off this year as we surpassed our goal and hit a record breaking number for KPMG of \$11,912 for the Bermuda Cancer and Health Centre.



**Team KPMG during Relay for Life Bermuda 2017**  
May 2017



# Staff denim days - Casual fundraising

## P.A.L.S.

In January 2017, staff members raised funds for P.A.L.S. in memory of our well loved employee Liz Francis.

## BERMUDA HEART FOUNDATION

In February 2017, staff members raised funds for the Bermuda Heart Foundation, the leader in Heart Health advocacy in Bermuda.

## WOMEN'S RESOURCE CENTRE

In March 2017, 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 2017, staff members raised funds for Bermuda Cancer & Health via donations to the KPMG in Bermuda Relay for Life team.

## BERMUDA RED CROSS

In May 2017, staff members raised funds for the Bermuda Red Cross as part of the organisation's annual Red White and Do Day.

## TOYS FOR TOTS

In December 2017, 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 January 2017, KPMG in Bermuda staff have raised over

# \$4,000

for local charities, through our monthly Denim Day initiatives.



**KPMG Volunteers**  
November 2017

# 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 2017 season, the team has shown dedication and commitment which lead to KPMG placing first 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 upcoming seasons.

KPMG sponsored volleyball teams participated in both the winter indoor league and the spring grass league during 2017. In addition, KPMG also sponsored teams in numerous corporate beach volleyball tournaments played at Horseshoe Bay.

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**  
August, 2017

“

It was great to see staff from all levels and departments come out and play in the winter and spring volleyball leagues. We definitely saw some big improvements as the seasons went on both in terms of skill level and playing together as a team. Even if you've never played before, make sure to keep an eye out for upcoming volleyball related announcements, we are always looking for new players! ”

**Kate Gyorgy**  
Audit Senior



# Chris Eaton selected for the ITU World Championship

KPMG in Bermuda's Chris Eaton was selected to compete for Bermuda at the 2017 ITU Long Distance Triathlon World Championships held in Penticton, British Columbia on August 27, 2017.

The race included professional and age group athletes, representing their countries and was won by Lionel Saunders of Canada, who went on to finish second at the 2017 IRONMAN® World Championship held in Kailua-Kona, Hawaii in October.

Despite dealing with perhaps more than his fair share of the usual saga of the typical race-day issues that every athlete has to overcome in long distance triathlon, Chris was very happy to finish 311th overall (42nd in his age group) from a field of 800+. You can see just how happy from the finish line photo!

Chris will be racing in the IRONMAN 70.3 Costa Rica in June and is hoping to qualify for the 2018 IRONMAN 70.3 World Championship in South Africa in September 2018.

“

I am very grateful to KPMG for allowing me representative leave to go and compete in the ITU World Championship! It was a truly fantastic experience that I will never forget! ”

**Chris Eaton**  
Senior Manager



**Chris Eaton during the ITU World Championship**  
August 2017

# Extreme Sports - Team KPMG

In April, KPMG's wellness committee sponsored KPMG Team to enter into the Xtreme Sports Games.

Xtreme sports is Bermuda's newest corporate team building event which is founded by KPMG Alumnus Marquel Waldron. The Xtreme Sport Games featured a fun-filled day of 19 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 football darts, caterpillar racing, bubble football, human bowling, slip-n-slide kickball, volley pong, and zorb racing to name a few.

Team KPMG came third last year and went on this time to win. Our team was honoured to present the \$5,000 prize money to the Centre Against Abuse.



KPMG in Bermuda Xtreme sports Team  
April 2017

“

KPMG was excited to compete in the Xtreme Sports Games for its second year.

The event was very well organised with more companies competing this year and new games added into the mix. After a fun day of friendly competition with the other 19 companies, we were thrilled to come out on top to win \$5,000 for the Centre Against Abuse.

We would like to thank Xtreme Sports for hosting another successful event, and we look forward to competing next year. ”

**Christine Terceira**

Audit Senior



# Bermuda Day Half Marathon Relay Fund Raiser for BEN

Ashley Godek, Tax Senior and Bryant Ploski, Tax Manager collaborated efforts to raise funds for Bermuda Education Network (BEN) by participating in the Bermuda Day Half Marathon Relay.

The combined support of the initiative raised a total of \$6,552. The funds will go towards supporting students from Northlands, Purvis and Port Royal primary schools who participate in the Horizon programme. 20 children at each of these schools will be provided with free curriculum-based vacation camps and exciting monthly expeditions where they have opportunities to explore new locations and interests with the purpose of developing important character strength like perseverance, resilience and self-confidence.

“

Thank you both for your contributions of time and energy toward making the Bermuda Education Network (BEN) May 24th Relay Fund Raiser a Success.

It's only with committed volunteers like you that we are able to organise and run fund-raising events such as these. Our students and families will benefit from your efforts in more ways than just the money that was collected, as fund raising event like these bring people together and create a strong sense of community and pride. ”

**M. Grace Lovecchio**

Bermuda Education Network



KPMG's Bermuda Day Half Marathon participants  
May 2017

# KPMG sponsored teams win triple crown!



**KPMG Football Team**  
Bermuda Under 40's Football Tournament



**KPMG 'Team Cannucks'**  
Triple Challenge



**Team 'KPMG'**  
Extreme Sports

## BERMUDA UNDER 40'S FOOTBALL TOURNAMENT

KPMG was once again excited to compete in the Bermuda Under 40s 2nd annual football tournament, held at B.A.A. Field on Wednesday April 3, 2017.

12 teams entered into the tournament this year, with representation from a number of companies and professional services firms from across the insurance and reinsurance industries. After a fun day of friendly competition, KPMG's team managed to successfully defend its title!

Led by team captain Shonte Campbell, KPMG's team consisted of John Verling, Bron Turner, Alex Brown, John Donnelly, Paul Montero, Jonathan Cook, Graham Clews and Max Johnston.

A special thank you to Bermuda Under 40s for organising another successful tournament and we look forward to participating again next year!

## TRIPLE CHALLENGE

Triple Challenge Team Cannucks consisting of KPMG's Josh Bush, Derrick Holmes and Dustin Luck decided to donate their cash prize of \$1,000 towards Relay for Life Bermuda in support of Bermuda Cancer and Health.

Josh Bush, Audit Senior stated, "Our team was thrilled to represent KPMG in the Triple Challenge 2017 along with KPMG Forensic, KPMG Ninja Turtles, KPMG All Starz, and our inspiration to push harder after losing to them on Day 1 - and hearing an earful about it at Swizzle - KPMG Team GB. We've heard a lot of positive comments about the sea of KPMG blue taking over the course that weekend. Special thanks to Deshun and Robbie stepping in for our injured teammates and helping us win the Corporate Team category this year. On behalf of all KPMG participants this year we're happily paying forward the \$1,000 prize to the KPMG Team for Relay For Life which is raising funds for the Bermuda Cancer and Health Centre. Now that our bodies have finally stopped hurting we're looking forward doing it all again and expect to see many more of the KPMG family out next year."

## EXTREME SPORTS

KPMG was excited to compete in the second Xtreme Sports Games held at the National Sports Centre on Saturday, April 1, 2017. The event has grown to 20 companies competing in 10 games, which included bubble football, zorb racing, slip 'n' slide kickball, dodgeball, and more. After a fun day of competition, KPMG's team was thrilled to come out on top to win \$5,000 for our chosen charity, the Centre Against Abuse. A special thanks to Xtreme Sports Games for organising another successful event.

KPMG's team consisted of Christine Terceira, Bernard Opoku, Dustin Luck, John Donnelly, Paul Montero, Josh Bush, Jonathan Cook, Mike Lister, Vanessa Paulos, and Bron Turner.





“

On behalf of Centre Against Abuse (CAA) we thank KPMG for choosing us as the receiving charity for the \$5,000 prize win at the Xtreme Sports Games 2017.

Your energy and vigor was evident on the day, and CAA thanks you for putting your all into the event. Your sportsman / womenship has helped us to continue our work of providing services to victim of domestic and sexual abuse, and it also allows us to continue to raise awareness in the community. Thank you! ”

**E. Laurie Shiell-Smith**

Executive Director, Centre Against Abuse



# Beach Soccer in Aid of Big Brothers / Big Sisters

The Bermuda Football Association donated \$4,500 to the Big Brothers Big Sisters of Bermuda, following a Corporate Wellness Beach Soccer Tournament.

The event at Horseshoe Bay in August was part of the BFA's long-term plan to take part in the 2018 Beach Soccer World Cup.

KPMG entered two teams which also included representatives from Big Brothers Big Sisters, one of which went on to win the event!

“

On behalf of the Bermuda Football Association and the Beach Soccer Tournament planning committee, we extend our warmest “Thanks” to all players, volunteers and sponsors. Your participation has made the tournament a success!

Collectively we were able to support the Big Brothers Big Sisters of Bermuda and raise interest in this emerging international sport. We look forward to your participation and support next year. ”

**The Bermuda Football Association  
and Beach Soccer Tournament planning committee**



**KPMG participants**  
August 2017



# KPMG players represent Bermuda at Hockey

In the month of August, KPMG's Dustin Luck, Adam Smith and Robbie Bailey all travelled to Pardubice, Czech Republic to represent Bermuda at the World Ball Hockey tournament.

Bermuda won three games and lost three games.

On the lead up to the trip, the team hosted a wine tasting at Goslings and were able to raise close to \$5,000 along with private donations to help cover some costs.

Team Bermuda was fortunate enough to be awarded the host country for the 2018 World Masters tournament. Where up to 800 players, including both men and women who are 40+ and 35+ will battle it out for the world title.



World Ball Hockey tournament  
August 2017



# Passionate: Our 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 helping to Keep Bermuda Beautiful**  
September 2017



# 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 "What's the Buzz about Bees" whereby a local beekeeper spoke to employees about the bee population and the challenges they are facing.

We screened a number of environmental TED talks in the staff lounges.

In recognition of Earth Month, we held a Pep Rally in our lobby encouraging staff to participate in the Earth Hour 5K Glow Fun Walk and Run event, hosted a joint Green-Wellness Expo, and held a "green" competition whereby colleagues submitted a photograph of themselves doing something "green".

Some staff members took part in the February Keep Bermuda Beautiful clean-up.

In addition, the Green team continues to conduct twice-yearly waste audits to monitor and promote recycling; and track electricity, printing, and paper usage in order to conduct analyses. We have also replaced fluorescent light bulbs with LEDs on three floors (other floors were done previously during renovations).

A variety of factors have contributed to the reduction in overall electricity usage firm-wide over the past few years; these will include the installation of dual-motion sensor lights, the switch-off-the-lights "A Bright Idea" campaign and general Green Awareness across the firm.

KPMG has seen a reduction in our electricity usage over the past few years, from:

💡 **866,415**kwh

in 2014;

💡 **854,985**kwh

in 2015; and

💡 **819,042**kwh

in 2016. We hope this is a trend that will continue!



**Green Committee Waste Audit**  
February 2017

# Diversity & Inclusion: Celebrating Our Differences

Differences are meant to be celebrated. They're what allows people to thrive in an inclusive working environment. In fact, individual creativity and ingenuity is key to our overall success. By fostering a welcoming environment for all people, we can leverage that diversity to deliver exceptional client service, enhance our capabilities and improve outcomes for our people, the network and our clients.



**K-Women Committee Members at International Women's Day meeting**  
March 2017



# 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.

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.

K-Women has developed three core focus areas of action for this year, being; mentorship & sponsorship, networking and education.

"We believe that by focusing on mentorship & sponsorship, networking and education, we are helping to develop the future leaders of the firm. 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."

**Angell Kasparian**  
K-Women Committee Chair



International Women's Day panel discussion  
March 2017

“

Our commitment to being inclusive isn't a tactic. It's a belief, a celebration of difference, and a moral imperative. It's how we work and who we are. It's an important part of our strategy to be the clear choice for our clients, our people and building public trust.

We have work to do every day to ensure that we are turning this commitment into a reality.

”

**Mike Morrison – CEO**

# 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.



**KPMG 'Team Cannucks' donating their prize winnings**  
Triple Challenge prize donation, April 2017



# Supporting and Encouraging Road Safety - "A Piece of the Rock"

After months of witnessing and dealing with the aftermath of preventable vehicular accidents following his arrival in Bermuda, and particularly that of a close colleague and friend, KPMG in Bermuda Actuary, Agam Jain decided to do something about the problem of drink-driving, careless riding, and the cultural causes that underlie the islands startling road accident rates.

Using his long-held interest in film as a catalyst, Agam embarked on a year-long journey to fund and produce "A Piece of the Rock", a documentary highlighting world-leading instances of road crashes in Bermuda and their socio-economic impact on the island's population.

With a focus on youth and young riders, Agam approached various agencies and companies to secure funding for his project, with KPMG signing on as an early and leading contributor. Aside from the financial contribution, the firm also gave Agam a sabbatical from his Actuarial duties to pursue nine months of shooting and administration for the film. Over this time, Agam and his associates collected sponsorships, government backing, raw footage from ambulances and trauma room at the ER, and interviews with survivors, family members and the general Bermudian public.

The film was shown to our staff at KPMG offices, followed by a panel discussion made of Manish Tharejia (creative co-producer), Doctor Joseph Froncioni (former chair of Bermuda Road Safety Council and Orthopedic surgeon) and Alison Bardgett (chair of Bermuda Road Safety Council).



**Agam Jain**

KPMG Alumnus and Co Producer of "A Piece of the Rock"

“

We hope that the emotional stories of impact we share through the film and campaign will leave a resonating effect with everyone. A lot of people do not know that in the last 7 years, close to 13,000 people have been to the ER due to road crashes. That means at least 1 in 5 people on this island have been in a road crash only in the last few years, which is a serious public health issue that has been ignored for decades now.

I'd like to thank Neil Patterson, Stephen Caton and others at KPMG who saw the benefit of this project and agreed to be one of the sponsors. ”

**Agam Jain** – KPMG Alumnus and Co Producer of "A Piece of the Rock".

# Fund Raisers for 2017 Hurricanes Relief Fund

Damages done in the Caribbean islands this year was devastating and KPMG supported our badly affected colleagues in the British Virgin Islands (BVI) and the Turks & Caicos Islands (TCI) through a number of initiatives since October.

We have been truly in awe of how our people have responded to the call for those in need.

These initiatives and fund raising events included:

- A staff golf day team auction;
- Paid dress down day;
- Silent and live auction;
- Raffles; and
- Toys for Tots.

To date, the firm has raised over \$45,000, \$5,000 of which has been immediately put towards the Tree of Hands initiative.

The majority was raised through the auction and raffles where Managing Directors and Directors donated amazing prizes ranging from club seats at an Arsenal game to catered dinner for 10 to jet ski and boating excursions, just to name a few. In all, 16 auction items and 11 raffles prizes were donated. A local litigator volunteered their time to act as our auctioneer to help take the silent auction results to fabulous heights during our live auction event. We are so very proud of our people who contributed to this very important effort.



**Donation to the Tree of Hands, British Virgin Islands**  
December 2017

“

It is such a worthy cause and I deeply appreciate our staff's support. We are immediately directing part of the funds to the KPMG BVI and Tree of Hands to help children impacted through the region. ”

**Mike Morrison** – CEO



# 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.

“

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 2017

# KPMG's Team Movember

During the month of November, the men of KPMG let their moustaches grow to help change the face of men's health and to raise funds for Bermuda Cancer & Health Centre.

They raised a total of \$4,571, far surpassing their goal of \$2,500.

Thank you to our MoBros: Tom Kelly, Thom Farrow, Kevin Hickey, Daniel Andrade, Jonnie Burnett, Colin Campbell, Will Green, Dustin Luck, Robbie Bailey, Jon Saville, Sam Perry, Josh Bush, Alex Brown, Jean Akol, Hugh Vickers, Nam Nguyen and Brett Farlow. We look forward to next year!

“

A shout out and huge thank you to everyone who supported this month-long journey. We raised over \$4,500 towards the promotion of men's health and had some historic mustaches dancing around the office! We look forward to an even greater success next year! ”

**Sam Perry**  
Audit Senior



## KPMG MoBros changing the face of men's health

Thom Farrow, Kevin Hickey, Daniel Andrade, Jonnie Burnett, Colin Campbell, Will Green, Robbie Bailey, Tom Kelly, Sam Perry, Josh Bush and Jon Saville.



# 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 assisting with the Bermuda Turtle Project part of 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
Sponsor	Neil Patterson
Chair	Stephen Caton
Secretary	Gail Maitland
Member	Craig Bridgewater
Member	Stephen Woodward
Member	Alex Brown
Member	Kelley Hartkorn
Member	Celina Ferreira



Mike Morrison presenting award to KPMG Alumnus Christopher Harris  
KPMG Front Street Mile 2017



# Cyber threats are lurking everywhere.

Is your company agile enough  
to outpace them?

Using innovative tools, thinking and  
frameworks, KPMG in Bermuda can help  
adapt your business in the face of constant  
disruption. Learn more at [kpmg.bm](https://kpmg.bm)

**Anticipate tomorrow. Deliver today.**

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



## Contact us

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

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