



# Turning of the tides

Our Impact in Bermuda 2021

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

# Our Commitment

A word from the Chief Executive Officer

**T**he pandemic has challenged all of us to adapt and consider our purpose like never before. The world is even more cognisant of the environmental and social issues that exist today, such as climate change, biodiversity loss or social injustice and inequality. These issues will only be exacerbated if immediate action is not taken.

Our firm has an incredible opportunity to influence and enable change. Playing a positive, supportive, and influential role within society has always been an integral part of the firm's ethos – both globally and in Bermuda - and our Impact plan, launched last year, has further cemented this role.

Our Impact plan is comprised of four pillars: Planet, People, Prosperity and Governance. With it, we seek to empower and work with our own people, the local community, charities and government to respond to these social issues and existential threats facing our planet. Indeed, it has provided us with a robust structure and strategy to remain committed to the United Nations' 17 Sustainable Development Goals (SDGs).

KPMG believes that by setting a good example within our community and throughout the world we can inspire confidence, drive positive change, and help improve our world for the better.

James Berry

Chief Executive Officer  
KPMG in Bermuda



# A word from the Committee Chair

**2021** continued to challenge us to be even more resilient and adaptable to drastic global changes. Nevertheless, our commitment to the firm's core values and role within our community has continued to be fixed. Moreover, this year has further highlighted to us how delicate our world really is. This is why remaining dedicated to our Impact Plan as well as the United Nations' 17 Sustainable Development Goals (SDGs) has never been more critical.

As James noted, being good corporate citizens has always been part of our company ethos, and throughout this year, we have consistently remained committed to our youth, communities and environment. Indeed, we were able to launch several careers as well as collaborate with, and assist, many social and environmental organizations, educational and healthcare services, and members of our local community who COVID-19 directly impacted.

According to our 2021 Global People Survey, 83% of people agree that we already make a positive impact within our community. However, we strive to do better through our ever growing investment, both in time and money, into our environment and local community.

We seek not only to set a good example within society, but to also help lead the way in developing a better world for the next generation, and hopefully this will be evident in our annual Impact Report, covering January to December 2021.

I hope that you enjoy it.

Steve Woodward

Chair  
Corporate Citizenship Committee



# OUR IMPACT

**A**t KPMG, Our Impact Plan helps outline our commitments and goals across four different categories: Planet, People, Prosperity and Governance. This Impact Report demonstrates how we have sought to fulfil these goals through our actions and commitments.

In the coming months and years we will continue to reinforce our commitment to these four areas, not just locally in Bermuda but also across KPMG globally.

Globally, KPMG has pledged to invest US\$1.5 billion into our Environmental, Social and Governance (ESG) agenda over the next three years, thus, demonstrating that we intend to stay wholly committed to this cause.

KPMG Global's newly released impact plan outlines our environmental, social and governance (ESG) commitments — holding the firm accountable as we progress toward a more sustainable future.

You can access the global report [here](#).



## Planet

Our Green initiatives seek to reduce our environmental impact. We pledge to become Net-Zero Carbon by 2030, support research and its outcomes with our volunteer work, establish environmental partnerships, and empower people, clients, and suppliers to partake in environmental initiatives.



## People

Creating a caring, inclusive, purpose-led and values driven culture for our people. We strive for an inclusive culture that is built on trust; foster an educated, empathetic workforce; and advocate for equal opportunity.



## Prosperity

Through our educational outreach programs as well as our administrative and financial dedication to educational, environmental and health orientated initiatives and organizations, we seek to improve and enrich the lives of many within our communities.



## Governance

Our Purpose and Values lie at the heart of the way we do things. To do the right thing, the right way, always. We are accountable to each other.

# UN's 17 Sustainable Development Goals

A lifelong commitment

**G**lobal corporations are making significant progress on aligning their business strategies with the UN's 17 Sustainable Development Goals (SDGs), and KPMG is no exception.

We actively pursue the UN's 17 Sustainable Development Goals through our business activity and our corporate citizenship strategy, with particular focus on Goal 4, "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all". Our dedication is exemplified through our educational outreach and our Lift-Off program, where we help to launch and support the careers of future accountants each year.

Through our investment into educational, environmental and medical organizations, we can help raise awareness of problems within our society and the issues that threaten the future of our planet as well as guide many towards making a positive and long-lasting impact within our world.

Moreover, our people strive to make a difference, on an individual basis, by investing their time or money into different initiatives and organizations, helping to fulfil many of the UN's SDGs.

With only eight years left to accomplish our net zero goals it is now more important than ever that we lead by example, inspire changes, and work collaboratively with members of our community — to make the greatest IMPACT and provide a better future for the next generation.



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# Our Impact Committees

Here at KPMG in Bermuda, it is vital that we intimately align our Corporate Citizenship strategy with local and global goals, and in our own corporate culture, being a good corporate citizen and setting an example within the community is constantly becoming a top priority. Therefore, collectively, we strive to make a positive impact by providing development and growth opportunities for our own people and members within the wider community.

Our Corporate Citizenship Committee is dedicated to overseeing our corporate citizenship initiatives. Through the committee's support, KPMG is able to provide skills, influence, and business expertise that help deliver vital information as well as lasting contributions to many local, social and environmental issues.

Through our initiatives and commitment to local causes we not only seek to make a positive impact on our communities, but to also assert our market position when it comes to our corporate citizenship.

## 2021 Our Impact Committee



Charles Thresh  
Executive Sponsor



Angell Kasparian  
Lead, Impact



Rhiannon Fox Nanette  
Secretary, Impact



Brianna Buchanan  
Graduate Committee



Annette Fitzmaurice  
Chair, Green Committee



Garita Coddington  
Learning and Development



Brittany MacVicar  
Co-Chair,  
Wellness Committee



Henry Banks  
Co-Chair,  
Wellness Committee

# Meet our 2021 Corporate Citizenship Committee

## Chair



Steve Woodward

## Secretary



Matthew Harling

## Treasurer



Brittany MacVicar

## Members



Knakita Bent



Sharon Brimmer



Brianna Buchanan



Stephen Caton



Garita Coddington



Annette Fitzmaurice



Rhiannon Fox Nanette



Calisia Glasgow



Kimberley Glasgow



Kathy Gloth



Pamela Hoto



Samuel Perry



Jereme Ramsay



Ciara Rego



Shrene Shergill



Christian Stjärnqvist

## Members of all the other committees

### Green committee

Annette Fitzmaurice  
Ashley Belgrave  
Brittany MacVicar  
Calisia Glasgow  
Chontelle Barnard  
Kuda Tichiwangana  
Lesley-Jane Smith  
Simon Mullan  
Sydney Mason  
Wesley Montgomery  
Will Green

### Diversity, Equity & Inclusion committee

Angell Kasparian  
Adam Smith  
Alexandra Smedley  
Brittany MacVicar  
Calisia Glasgow  
Dylan Marshall  
Felicia Wilsen  
Kate Gyorgy  
Katie Norris  
Kayla Vandegoede  
Knakita Bent  
Mikayla-Desilva-Jacome  
Nicki Griffiths  
Pam Hoto  
Rhiannon Fox Nanette  
Rosalyn Tiamzon  
Wanda Armstrong  
Will McCallum

### Wellness committee

Brittany MacVicar  
Calisia Glasgow  
Charlene Place  
Chris Alexander  
Henry Banks  
Hilary Every  
Justine Amper  
Kuda Tichiwangana  
Shelley Marine  
Wanda Armstrong  
Will Green

### Graduate committee

Adam Smith  
Angell Kasparian  
Ashley Farrington  
Brianna Buchanan  
Brittany MacVicar  
Garita Coddington  
Hugh Vickers  
Jamila Godwin  
Jay Smith  
Jua Seo  
Kimberley Glasgow  
Mikayla DeSilva-Jacome  
Sara Fitzsimmons  
Steve Woodward  
Wanda Armstrong

# A year in photos





# Our mandate

**O**ur employees, in order to be good corporate citizens, aim to:



Be committed to our communities.



Strive towards improving local education, development, health, equitable access to resources, and the employability of Bermuda's youth.



Set an example within Bermuda upon which our peers can be inspired and encouraged to support our local environment and communities as well.

## Our giving guidelines

At KPMG we have a policy that limits our giving to registered charities in Bermuda and their local initiatives.

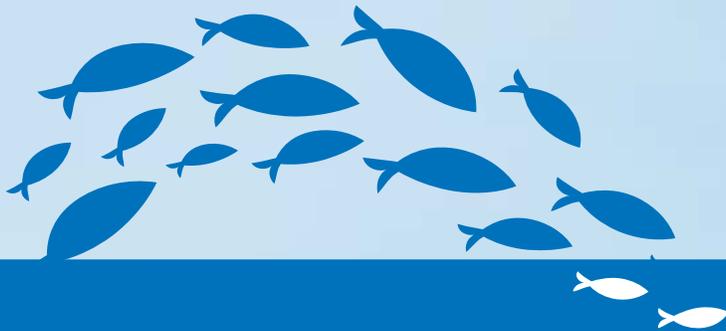
Unfortunately, the firm cannot provide financial support to individuals for overseas journeys and events or for religious organizations. However, we can and are pleased to support specific community outreach programs that are spearheaded by religious-based organizations, for example, food drives or similar initiatives that fall under this remit. We also give to international relief efforts such as hurricanes, etc.

If you would like your organization to be considered for KPMG's support, as part of our corporate citizenship program, please send a request letter our way, addressed to our Corporate Citizenship Committee Chair (Steve Woodward). Within your letter please provide us with information about your initiative, the amount (in time or money) you wish to be given, and lastly, supporting documentation (i.e. financial statements, charitable registration).

Requests must be made a minimum of three months in advance of your initiative, activity or event. Please either send your requests to [info@kpmg.bm](mailto:info@kpmg.bm) or deliver them to our offices:

### Addressed:

Crown House  
KPMG Corporate Citizenship Committee  
4 Par-La-Ville  
Hamilton, Bermuda HM 08



## Our giving philosophy

Here at KPMG it is fundamental that our corporate citizenship adds value to our community. Our actions and initiatives include:



### Bermuda charities

Establishing strong relationships with not-for-profit organizations to achieve lasting community impact.



### International and local disaster relief

Providing funding, volunteers and other support during emergencies.



### Community volunteer leave policy

Encouraging and supporting our people to spend more time in their communities, both during and outside of working hours.



### Pro-bono policy

Harnessing our people's skills, experience and expertise, by supporting not-for-profit organizations through pro-bono work engagements.



### Directorships and stewardship

Generously giving our senior leadership's time, advice and experience as Directors and officers of various charities and community organizations.



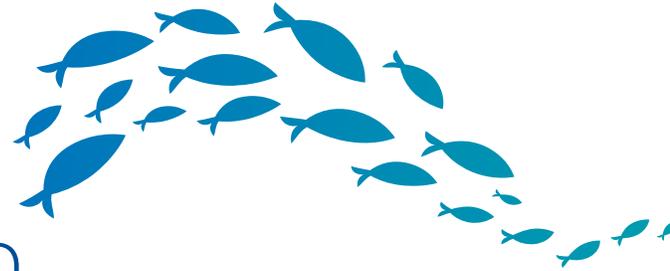


# PLANET

Our Green initiatives seek to reduce our environmental impact. We pledge to become Net-Zero Carbon by 2030, support research and its outcomes with our volunteer work, establish environmental partnerships, and empower people, clients, and suppliers to partake in environmental initiatives.



PLANET

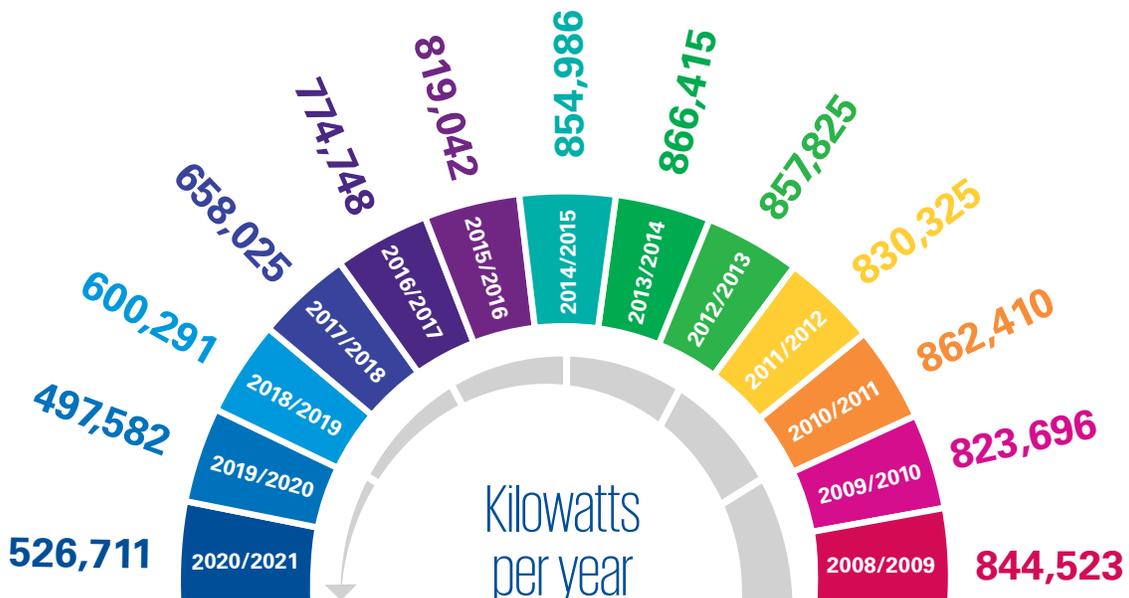


# Our work to reduce our carbon footprint

Employees working from home has contributed to a low electricity consumption. Despite our workforce gradually returning to work, we intend to reduce our energy consumption back to the 2020 figure in the near future.

## KPMG and Climate Wise

The firm has engaged Climate Wise, a charity based in Bermuda that provides businesses with solutions to help measure, reduce and offset their carbon footprint, to complete a business valuation of our office carbon footprint. Once calculated, they will produce a report recommending ways to reduce our footprint and provide various projects we can sponsor to offset our existing footprint. This is in line with the firms’ desire to become carbon neutral before KPMG’s global target of 2030.



Numbers above are a summary of all the office floors and we do not have a “common” gathering area.



PLANET

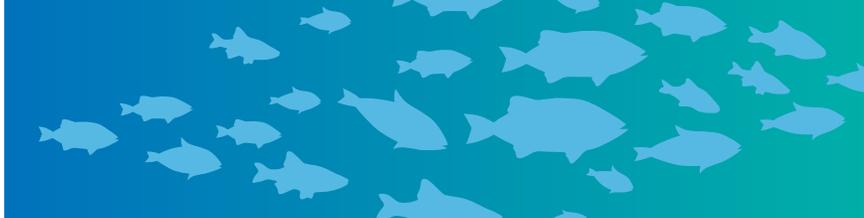
# Passionate for the environment

**C**limate change, biodiversity loss and pollution affect us all and demands robust action. Since we launched our Global Climate Response in 2008 as well as committed ourselves to the UN's 17 SDGs, we've been actively seeking ways to reduce our environmental impact globally. Over that time KPMG has set ambitious targets for reducing emissions and using renewable electricity. Indeed, we seek to become Net-Zero Carbon by 2030, which would entail a 50% reduction of direct and indirect greenhouse gas emissions by 2030.

To guarantee a high level of assurance, we have begun reporting on our carbon emissions and other environmental-related metrics annually. Our metrics are summarized at the end of our report.



At KPMG, we have been involved in sustainable initiatives longer than many, and we intend to guide both people within the firm and community to constantly take their environment into consideration.



## KPMG IMPACT

In addition to our commitment to our communities and the environment, through KPMG IMPACT we're also supporting our clients to transform their businesses and supply chains to rapidly reduce their carbon impacts and develop their ESG strategy. We bring the expertise of KPMG professionals from across the globe to help clients reduce carbon emissions, transition to renewable energy and integrate climate risk into corporate strategies. We've also advised extensively on green finance and are working with the World Economic Forum to drive systemic change to accelerate the energy transition.

## Global ESG strategy

Environmental, Social and Governance (ESG) issues are extremely important to KPMG and are becoming more relevant in every industry around the world. ESG is the watermark running through KPMG which empowers our people to become agents of positive change, allowing them to provide better solutions and services to our clients. At KPMG, we believe there is an obligation to support the communities we serve and drive measurable change that has an impact.

KPMG's ambitious ESG strategy will consist of three pillars: Transformation, Reporting and Assurance. The areas of focus for the strategy will be employee training, capability need, solutions, partnerships, and data and technology.

This will be an opportunity to reposition KPMG as an organization that exists primarily to make the world a better place.





“

In the last 18 months, the world has become increasingly more aware of the environment, and how it is of paramount importance that we protect it. In light of this, being leader of the Green Committee, I feel a strong sense of duty to encourage our people to live sustainably as much as they can, whether that means to reduce their carbon footprint or consumption of single-use plastics. Through our collective efforts we, at KPMG in Bermuda, can effect change for better.”

**Annette Fitzmaurice**  
2021 Head of the Green Committee





PLANET

# Dealing with Bermuda's litter

**E**ven during COVID-19 we persevered in our efforts to be environmentally friendly through our multiple organized beach clean-ups, during which time our staff, their friends and members of their family took part.





**27 staff members**  
and their family and friends have  
partaken in trash clean ups.



## KBB x KPMG

For years now KPMG employees have been volunteering for Keep Bermuda Beautiful (KBB) carrying out island-wide trash clean ups. This year, KPMG has worked with KBB as well as 16 other ABIC companies to adopt a section of the Railway Trail. The Bermuda Government Parks Department divided the 18 mile trail into sections. KPMG's section is from the Oil Docks to Ferry Point in St. George's. KPMG's responsibility will be to ensure our 1.2 mile stretch is maintained by having employees collect any trash along our section on a bi-weekly basis. They also will be required to report any illegal dumping or overflowing bins.





PLANET

# Supporting our oceans



**A**s a single island located in the Atlantic a key priority for us has always been improving the condition of our waters, and KPMG, throughout the years, has continuously worked with local organizations to make this happen.

One of our key projects this year...

## Lori Rockhead's work with the Waitt Institute



**Lori Rockhead**  
Director, Advisory  
KPMG in Bermuda

KPMG is assisting the Waitt Institute (a not-for-profit entity which creates and implements sustainable ocean plans in partnership with governments, local stakeholders and communities) with undertaking a preliminary financial feasibility assessment of aquaculture in Bermuda. The assessment focused on five mariculture species identified in the Bermuda Aquaculture Suitability Analysis commissioned by the Bermuda Ocean Prosperity Programme (BOPP). The Aquaculture Suitability Analysis recommended management practices, and site selection considerations which formed the parameters for the financial assessment of the five species.

The Institute intends to use the results of the financial feasibility assessment to inform and develop Bermuda's Marine Spatial Plan, a legally binding outcome of BOPP. The Spatial Plan may be integrated in BOPP's Blue Economy Strategy which form a part of the Government of Bermuda's economic recovery and diversification plans.



## Water-based and environmental charities that KPMG has supported



### BIOS Ocean Academy

KPMG is proud to support BIOS in its continuation of its experiential STEM training for its students. BIOS is determined to continually drive forward high-quality STEM education in Bermuda as well as offer career exposure and access to global resources for Bermuda's students and teachers.



### BUEI

This year KPMG was proud to sponsor the BUEI's first annual Youth Climate Summit. The Summit is a week-long event, for a year-long initiative, established to bring together and educate students, ranging from ages of 13-22. Discussing the environmental issues that exist today, the solutions that are currently being proposed to tackle them, and how the next-generation can get involved to help.



### Bermuda Environmental Sustainability Taskforce (BEST)

Our limited and fragile Bermuda environment is under more pressure than ever and KPMG's donation will make a huge impact in helping BEST protect it for our future generations.



### Bermuda Zoological Society

KPMG is proud to support the Bermuda Zoological Society, the major support charity for the Bermuda Aquarium, Museum & Zoo. It funds community outreach projects and public events, award-winning exhibits, world-class animal care, plus top-ranked education, conservation and research programmes—all accredited by the Association of Zoos & Aquariums (AZA).

KPMG is proud to have such a strong environmentally conscious ethos and be so involved in green initiatives. We seek to continue this role within the community, to both raise awareness of the dangers that threaten our planet as well as lead the way in making a positive difference to our environment.



# PEOPLE

Creating a caring, inclusive, purpose-led and values driven culture for our people. We strive for an inclusive culture that is built on trust; foster an educated, empathetic workforce; and advocate for equal opportunity.



PEOPLE

# Lift-Off Program



 [Click here](#)

**W**e take great pride in our Lift-Off Program, where we help provide young people with opportunities to develop their skills, interact with our client engagement teams and gain exposure to our professional networks, helping to accelerate their careers.

Within the program we offer multiple scholarships, summer internships, co-op placements, opportunities to shadow work (for high school seniors) and placements for our full-time graduate program. These opportunities, that we offer under the program, help prepare young people for their corporate careers.



“

Our Lift-Off Program provides a range of opportunities, experiences and guidance for young professionals looking to launch their career and develop into future leaders. I believe it is through their success that we measure our own.

**James Berry**  
Chief Executive Officer  
KPMG in Bermuda



PEOPLE

# Internships

Every year KPMG in Bermuda offers a 12-week summer internship to a select number of Bermudian undergraduates. While many would assume that these internships specialize in accounting, they actually range greatly from placements in Marketing all the way through to Tax.

A critical part of any successful career is giving back to the community, and our interns take part from Day 1. Here's how they gave back in 2021.

## The Summer Intern projects

### Keep Bermuda Beautiful

Keep Bermuda Beautiful is a registered Bermudian charity that is dedicated to maintaining Bermuda's unique beauty through its efforts in litter management and reduction. This summer KPMG collaborated with them.

We sent our Summer Interns out to survey various locations across the island, collecting data concerning the degree, type, and source of litter that infests the Bermudian landscape.

Our Interns collated this data and it will be used to inform KBB, The Ministry of Public Works, and the Waste Management Division on how they can target specific areas of the island to maximize waste prevention.





## The MIRRORS Program of Bermuda

Our Interns came together with The MIRRORS Program of Bermuda to both help reorganize the business and establish the company's strategy for its oncoming, ambitious project — to turn Southlands into an adventure park.

Accordingly, our Interns were able to replace the MIRRORS program's data management system with a version that included more excel formulas and tables, making their digital system more efficient. They also heavily contributed to the planning of the MIRRORS program's upcoming business enterprise, an Adventure Park at Southlands, by calculating the park's revenue projections for its first five years in business, as well as for every month for the first year.

This will help the MIRRORS program greatly in the planning stages of their future business.



## The Bermuda National Trust

Another project that our interns embarked on was with the Bermuda National Trust. A link to The Bermuda National Trust can be found [here](#).



The National Trust seeks to:

“ Protect and promote Bermuda's unique natural and cultural heritage forever, by: acquiring and conserving land, buildings and artefacts; inspiring appreciation and stewardship through advocacy, research, education and participation.

Our interns, through their hard work and dedication, were able to fulfil these goals reorganizing and categorizing the Trust's book collections and by collaborating with the Trust and the Department of Education to create an app which teaches children, tourists and locals alike about Bermuda's culture, natural heritage and its multiple protected landmarks, dotted across the island.

These projects have allowed our interns to acknowledge how their contributions to local charities and causes can make a huge impact. While our interns were supported through our mentor system, these projects allowed them to refine their abilities in working independently and in a group, interpreting and utilizing data efficiently, as well as presenting to large groups.

**Applications for our internships open in December and close in February.**



PEOPLE

# K-Nect

**K**PMG values the education of young people and seeks to launch hundreds, if not thousands, of careers world-wide. Here in Bermuda we strive to make this a reality through our various initiatives and programs.

Our initiatives and programs are geared toward developing prosperity to foster a rewarding career in our young professionals. We encourage goal setting and provide support along with meaningful experience in their specified fields to promote self-confidence. Aspiring to guide our students through their transformation into well-rounded career professionals with a bright future ready and committed to make a change.



## K-Nect

Twice a year, in July and December, KPMG hosts its K-Nect student events. These events serve to inform students, parents and teachers how KPMG can help shape student interest in the world of business and financial services into a successful career. During these events, we also inform students how they can begin climbing the career ladder through our Lift Off and Scholarship programs.

Due to COVID restrictions, the event this year was virtual. However, this does not retract from the value of the sessions that we offer to students, as they still provide young people with the opportunity to network, gain insights into our interning programs, and think about their future career paths. These are just a few things of many that K-Nect offers to lift one's career.



**From Left to right:**

Makeda Bridgewater, Jessica Mihelcic, Annika Kuravilla, Camille Chin-Gurret, Shatonae Desliva, Ashley Yearwood, Kathryn Mason, Atiya Furqan and Sajan Harvey





PEOPLE

# Scholarships

**P**roviding opportunity for Bermuda’s youth is paramount to KPMG. Our scholarships provide Bermudian Undergraduates and Postgraduates with financial assistance, guaranteed Summer internships, co-op placements, an invitation to an exciting and rewarding career through full-time employment with KPMG, and a future full of opportunities.

## KPMG in Bermuda Scholarship

The 2021 KPMG in Bermuda Scholarship recipient is Kathryn Mason, a 2020 graduate of Warwick Academy.



### “ Kathryn Mason

I feel extremely thankful and lucky to have been awarded the 2021 KPMG Scholarship. I’m especially excited about being able to work at the firm in my future years and thankful for the support and mentoring KPMG will offer me while I attain my ACA. With this scholarship, I am able to learn from business professionals at a world-renowned firm that supports my success and growth. It is an honour to be given this opportunity.

## Frontier’s 2021 Scholarship

Our first Frontier’s scholarship was awarded this year to Owenea Roberts, a 2021 graduate from The Berkeley Institute.



### “ Owenea Roberts

I am honored and beyond grateful to be selected as the first recipient of the Frontier Scholarship. When I heard that I had received the award, I was overcome with happiness. I was speechless because I could not believe I was the recipient of this scholarship. Receiving this award means that I am one step closer to achieving my goals and it also shows that with a strong work ethic, one can achieve anything. I would like to thank Frontier for introducing their new scholarship and investing in my future, and KPMG for the opportunity to start my career with a leading accounting firm.



**KPMG and Frontier Scholarship recipients announced - KPMG Bermuda**



## Steve Woodward

Chair, Graduate Committee

We are excited to be able to collaborate with Frontier this year to support the newly-created Frontier Scholarship, in addition to our annual KPMG Scholarship. We are looking forward to working with Kathryn and Owenea over the next few years as they continue their university studies, and to welcoming them into KPMG's Lift-Off Program. They can both look forward to a great future and an exciting career with KPMG.



**From Left to right:**  
Adam Smith, Garita Coddington, Kathryn Mason, Derek Winch, Owenea Roberts, Peter Brodsky, Wanda Armstrong and Hugh Vickers



PEOPLE

# Graduate Program

Our firm makes a huge investment in our Staff Accountants, supporting them for a total period of 30 months of study and work experience. We provide university graduates with first-rate trainings, as well as educational and finance assistance, a competitive starting salary and other benefits. In return we request that our training accountants work hard, most significantly, when it comes to gaining their qualifications and their development into certified accountants.

A word from our newest staff accountants...



**“ Mikayla DeSilva-Jacome**

The KPMG Lift-Off Program has provided me with amazing opportunities to grow both personally and professionally. Through scholarships, internships, and full-time employment, I have been able to truly experience the positive impact of the journey through the program. I have been able to network and build connections and I am grateful for the enhanced development and growth. Overall, the Lift-Off Program offers an amazing career development pathway.



**“ Zakiyyah Showers**

I began my journey with KPMG in the summer of 2019 as an intern. The Lift-Off Program has helped me to launch my career by giving me the chance to experience KPMG before becoming full-time staff. This program has been very supportive and has provided the necessary guidance I need for my career. I am excited to be a part of this program and I cannot wait to see my growth from it!



**“ Ashley Farrington**

I started my career path with KPMG in 2019 as a summer intern in the financial services department and was lucky enough to be admitted into the Lift-Off Graduate Program thereafter. During my university term up until the beginning of my full-time employment at KPMG, the program not only assisted me by funding my accountancy studies but also acted as a vehicle to connect me with knowledgeable local business professionals alike. It incorporates the perfect mix of challenge and support to provide young people the necessary industry insight and corresponding resources to succeed. I will be forever grateful to KPMG for providing me this opportunity.



**We are empowering our professionals with access to lifelong learning opportunities — to better equip them to innovate, drive impact and develop future-proof skills.**



## Average hours training per person

**Total number of training hours provided to staff**



Global

**51**

hours average per staff member per year



Bermuda

**40**

hours average per staff member per year



## Average investment in training and development per full time staff

**Total investment in staff training**



Global

**\$1,071**

per staff member per year



Bermuda

**\$1,000**

per staff member per year





# Wellness

## The commitment to and wellness of our people

A key priority for our firm, is the mental and physical health of people both within our local community, but also within our firm. Our Wellness Committee plays a huge role in keeping our staff as mentally and physically healthy as possible, so that they can perform to the best of their ability professionally.

Over the last 12 months the Committee, despite the challenges and restrictions that COVID has imposed, has managed to organize several events and initiatives that our employees have become involved with, including monthly football matches, weekly cricket sessions, various running events, swimming lessons and Wellness Wednesdays.

All of these events provide our staff with the chance to meet new people, get some fresh air, push themselves physically as well as mentally, and become educated on food and diet.

## Employee Wellness Program

At KPMG, our Wellness Program was formed to tend to and maintain our people's health and wellbeing. The program provides several advantageous opportunities and services to our staff, these include in-house health and wellness lunch and learn sessions, reduced corporate rates for local health/fitness club memberships, and firm sponsored entry fees for sporting events. This program also seeks to ensure the safety of our people in the working environment. Indeed, to ensure this even more, employees are offered a security service to be accompanied to their car after work if they feel unsafe.

## Employee Assistance Program

While all our staff are provided with a top-of-the-class health insurance program, they, as well as their family members, are also granted access to complimentary free and confidential counselling sessions. Although financed fully by the firm, the Employee Assistance Program (EAP) is provided by a local, and independent counselling service. Through this service our employees are provided a space in which they address all problems ranging from personal to work related.





## From our Head of People



We seek to ensure that the health and wellbeing of our staff is taken care of through an inclusive, supportive and caring work environment, as well as through our wellness activities and facilities which are at the disposal of all of our staff. At KPMG, we put our people first.

**Adam Smith**  
Managing Director,  
Head of People

## A word from the new Wellness Committee leads



### Brittany MacVicar and Henry Banks

We are excited to be involved with the Wellness Committee, because it gives a platform to really help and energise our workforce.

Our overall vision is to encapsulate the needs of all employees and create fun, engaging, supportive initiatives that will ultimately help the well-being of our staff and align with our IMPACT strategy.

As we begin to navigate living with Covid-19, the effect this pandemic has had on all employees will continue to be of paramount importance to the Wellness Committee. Effects we may feel for years to come. In fact, it may have altered our future actions altogether. With that in mind, it's important that we continue to think about how to practice healthy habits on a daily basis to attain better overall physical and particularly mental health, so that instead of just surviving, we're thriving as a firm. Given what we've endured during the pandemic, we absolutely cannot ignore mental health in this discussion. As Co-Chairs of the Wellness Committee, an emphasis on mental health is an aspect of our Impact strategy that we're particularly passionate about supporting.





PEOPLE

# Diversity, Equity and Inclusion (DEI)



Rosalyn Tiamzon

Incoming Chair  
Diversity, Equity and Inclusion Committee



I am a firm believer that our people are our best asset. We inspire confidence and empower positive and meaningful change. We celebrate each unique talent, experience, and perspective and bring those to serve our clients. We strive to do what is right, care for one another and support our people, our clients and communities where we live and work.

KPMG in Bermuda focuses on its ability to perceive the world through various perspectives. Due to our inclusive and diverse workforce our people are able to effectively collaborate and feel empowered to voice their opinions. Only by creating an accommodating work environment can we reach our full potential and provide our clients and community with the best possible outcomes.

## How we define diversity, equity and inclusion at KPMG

### Diversity is about difference

We commit to embracing and respecting the variety of unique experiences, cultures, identities and perspectives we collectively bring to KPMG.

### Equity is about access to opportunities

We commit to standing against systemic barriers and biases. We help level the playing field and ensure everyone can succeed and thrive at KPMG.

### Inclusion is about belonging

We commit to creating a safe environment built on trust; where we can bring our true authentic selves to work and feel valued for our unique contributions and perspectives.

## Countries where this years new hires represent:

- Argentina
- Philippines
- Bermuda
- South Africa
- Canada
- Turkey
- Uganda
- United States
- United Kingdom
- Zimbabwe

## Inclusion and Diversity Stats



Number of employees



Promotions this year



New Hires

	Number of employees	Promotions this year	New Hires
Women	91	14	15
Men	87	11	17
Countries	27	NA	10



## History of Cupmatch Presentation

KPMG's DEI events subcommittee worked with well-known Bermuda activist, Kristin White, to organise and carry out an event that focused on the history of Cupmatch in Bermuda. The goals of the event were to educate KPMG employees on the formation of Cupmatch, and Bermuda's history of enslavement and emancipation. The event was well attended and was followed by a robust question and answer session.



## CURB



The DEI events subcommittee at KPMG and Citizens Uprooting Racism in Bermuda (CURB) held a presentation on Defining Racism and Beyond. It aimed to provide a core understanding of the terminology and concepts around race as well as an overview of the historical and legislative context of racism in Bermuda.

## Inclusion and diversity: It's time for a shift

On Friday, October 15, 2021 The DEI Committee was pleased to present Leah Dean, Entrepreneur, Leadership Strategist, Confidence and Mindset Coach, and best-selling author.

Based on her best-selling book, Assemble the Tribe, Leah talked about the importance of building strong, professional tribes as well as equipping oneself with conversation tools to resolve conflicts, navigate change, and propose practical everyday ways to be more inclusive in the working environment.

As a firm, we always seek to create a diverse and equal working environment. Therefore, Leah's talk was incredibly insightful and relevant to our staff, especially as we entered our goal setting time.



PEOPLE

# International Women's Day

**D**espite the week of March 8, 2021 starting in a similar COVID-19 environment to prior years where restrictions caused the cancellation of in-person events, an action-packed week of virtual events went ahead. The theme #ChooseToChallenge prompted people to post a pledge on social media and wear purple in support of IWD. The week-long events aimed to provide guidance for women in their future business careers and thought-provoking experiences were shared of times when leaders had to "Choose to challenge."

## WeSpeak Fireside Chat

KPMG sponsored a virtual WeSpeak fireside event with Janita Burke, Director, Ocorian and Co-Founder and Managing Partner of Arbor, guest Melissa Guzy. The lively discussion took place on March 9th with a focus on women in Venture Capital as part of the International Women's Day week of events.





I will celebrate and highlight the achievements of women and encourage others to do the same.



**Pamela Hoto**  
Assistant Manager, Advisory

International Women's Day 2021  
#futureinclusive



I #ChoosetoChallenge everyday!



**Angeli Kasparian**  
Director, Markets and  
Chair, Inclusion and Diversity Committee

International Women's Day 2021  
#futureinclusive

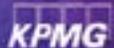


I pledge that I will contribute to an environment that fosters equal support and growth for everyone.



**Dylan Marshall (Alumni)**  
Manager, Advisory

International Women's Day 2021  
#futureinclusive

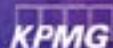


I #choosetochallenge a world where women's comments are heard and respected, especially in positions of influence.



**Brittany MacVicar**  
Assistant Manager, Advisory

International Women's Day 2021  
#futureinclusive





# PROSPERITY

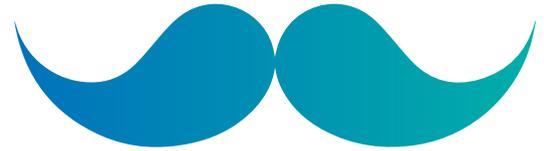
KPMG in Bermuda seeks to make a huge Impact on its community as well as on its own people.

Through our own educational outreach programs as well as our administrative and financial dedication to educational, environmental and health orientated initiatives and organizations, we seek to improve the lives of many within our local community, while remaining committed to the UN's Sustainable Development Goals, and setting an example for other corporations, like ourselves, forcing them to quickly follow suit.





# MOvember



**D**uring November, our men, from IT to Forensics can all be found with hairy top lips and itchy noses, as they grow spectacular moustaches for Bermuda's MOvember.

This year our MOBros got inventive and proposed creative ways to shape and showcase their growing moustaches.

Our MOsistas also assisted them in their cause to remove the stigma surrounding men's health.

The MOvember finale took place at a local restaurant where Will Green was crowned Mr MOvember for the second year in a row. During the firm's fundraising efforts, we were able to complete a successful staff raffle with an amazing grand prize of a two-night stay at a local hotel generously donated to us. We were also able to raise awareness of men's health issues through our internal communications and social media posts.

KPMG would like to thank our MOBros and MOsistas for dedication to a great and important cause.



Photograph by Owain Johnston-Barnes for The Royal Gazette

Collectively, they were able to raise **\$7,058** for the Bermuda Cancer and Health Centre and win the Financial Services Fundraising Challenge for the 4th time in the last 5 years.



**From Left to right:** Henry Banks, Jonnie Burnett, Matt Viney, Conor Lohan, Steve Woodward, Will Green, Armin De Weerd, Matt Harling, Hugh Vickers and Jesse Alexander

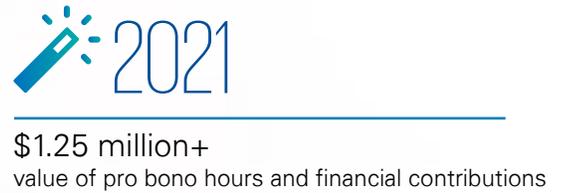


# Value of our impact

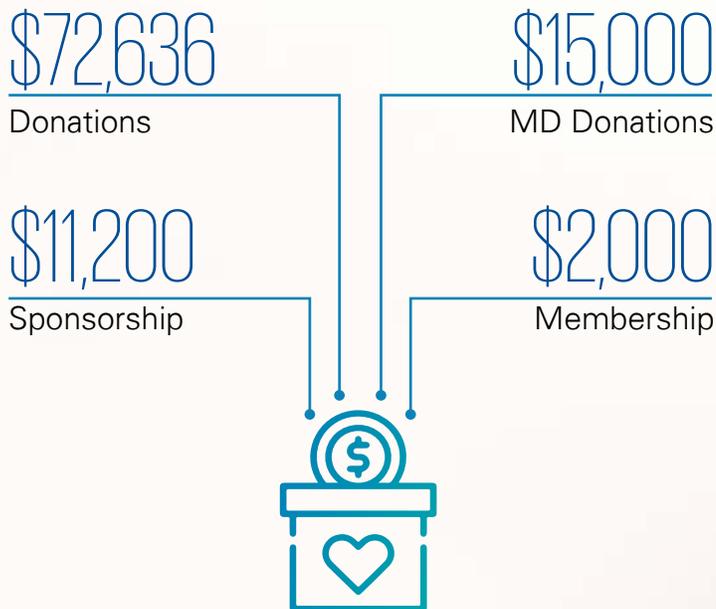
## Donation in hours



## Total impact



## Donations in dollars





# Relay for Life

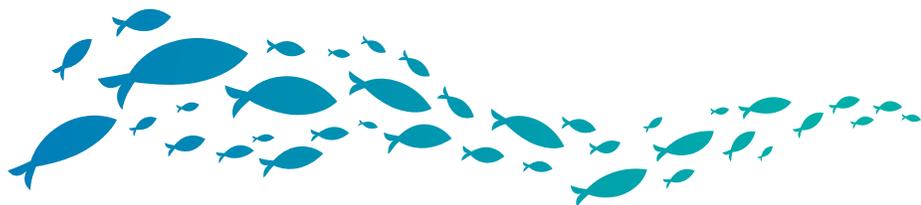
**R**elay for Life in Bermuda seeks to raise awareness and funds for the Bermuda Cancer and Health Centre which as an organisation enables access to cancer prevention, early detection, treatment and support.

Instead of partaking in the traditional 24-hour walk/run-a-thon, KPMG raised money by running virtual wine tastings, quizzes and raffles. And despite RFL not being a physical event this year our relayers still volunteered to do some physically distanced laps around Botanical Gardens.

Through our dedicated efforts we managed to exceed our target goal of \$5,000 by almost \$2,000, raising a total of \$6,900.



# 12 days of Christmas



Every year KPMG joins in with the Christmas Spirit during the holidays through its firm-wide 12 days of Christmas to support the Coalition for the Protection of Children's annual Toys for Tots campaign.

As COVID-19 has caused significant impacts on families and created a time of uncertainty for us all, it is especially important for KPMG to partake in this initiative. As a firm, we were able to come together to donate a variety of gifts — ranging from clothing, gift cards, books, sports equipment, non-perishable foods, baby items and toys. Through the generosity of our employees KPMG was able to donate **624 items**, which we hope helped to make Christmas a little more festive and bright for some.



PROSPERITY

# Other charities we support



**Casa dos Acores da Bermuda** - KPMG's donation will assist Casa dos Acores da Bermuda in completing renovations to their Community Center, which will allow members of the charity to live out their mission of promoting, celebrating, preserving and sharing the rich cultural customs, history and traditions of the Azorean Islands and Azorean Community with all of Bermuda.



**Age Concern** - Age Concern is a charity that aims to support and improve the lives of our most vulnerable older adults. At KPMG we are proud to have donated funds to this great charity, which has allowed them to continue their honorable work.



**IAC** - For The Inter-Agency Committee for Children and Families (IAC) KPMG's investment could not come at a better time as the Covid-19 pandemic continues to challenge the social sector. Our donation directly contributed to making their core programs possible: training, collaboration, research and advocacy for children and families in need.



**Duke of Edinburgh's Golf Challenge** - This Golf Challenge is one of The Duke of Edinburgh Award's largest fundraisers. The money raised went directly to supporting the operating costs of the Award and provides the program free of charge to more than 300 plus participants per year.



**Focus Counselling** - KPMG is proud to support Focus Counselling, ensuring that people struggling with Substance Use Disorder, food insecurity, joblessness, and homelessness are supported and have a safe place to turn to. Through their provision of sober living accommodations, counselling, and recovery programs Focus Counselling equip these individuals with the tools to overcome these challenges.



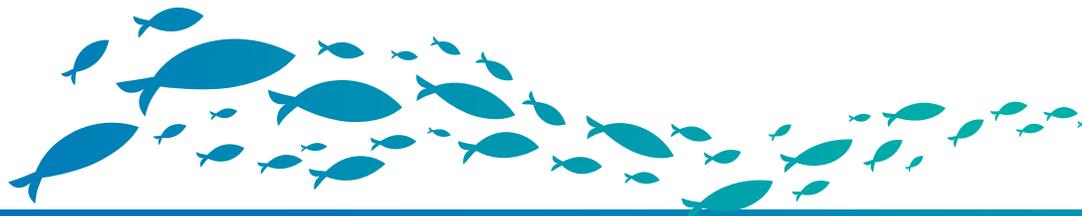
**Diabetes Association of Bermuda** - The Diabetes Association of Bermuda has a critical mission of both reducing the prevalence of diabetes as well as its effects on people within our local communities. With KPMG's donation they can continue their inspiring work in helping to build a stronger and healthier society.



**SCARS** - KPMG this year was able to make a generous donation to the PAR 5 Golf Club and the Fallen Heroes Sub-Committee for their PAR 5 Fallen Heroes Golf Tournament. Through our contribution, they were successful in meeting their financial target amount for this year's Charity recipient SCARS (Saving Children And Revealing Secrets).



**ABIC** - This year has been challenging for school children with frequent COVID-19 outbreaks and interruptions to in-class learning. Through ABIC, we worked with other International Businesses to fund testing kits that will help ensure school children have access to frequent COVID testing throughout the school year.



### Bermuda Fire Service Association

On November 29, the Bermuda Fire Service Association held the 2nd Annual "Bo" Memorial Golf Tournament at Fairmont Southampton Golf course. A KPMG prize was given to the team which showed the most spirit throughout the tournament.



### Big Brothers, Big Sisters

KPMG was able to secure 50 copies of Leah Dean's "Assemble the tribe" for the Girl Power Book Club. We were thrilled to be a part of the Program and help deliver a positive impact through education and support of Bermuda's youth.



### Women's Resource Centre/Habitat for Humanity

Homelessness is becoming an increasing problem across the island. The Women's Resource Centre/Habitat for humanity is a Transformational Living Centre that serves to house families that are deprived of a home environment. Alongside its ability to offer housing to these evicted families for up to a year, the foundation also offers a range of developmental, educational and therapeutic programs that are designed to heal, empower and transition; with a goal of achieving self-sufficiency and the capacity to thrive successfully within the broader community. KPMG is proud to support this incredibly important cause.



**Centre Against Abuse** - CAA provides a range of immediate, short and long-term specialist support services for adult victims of domestic abuse, and their children, as well as adult survivors of sexual assault. They support those still in relationships with abusers, those who need to escape to a safe space, and those who require support after abuse. We at KPMG are inspired by the work the centre does and are glad that we can support the center on its path to improving the lives of many.

# Emergency aid



**N**ot only is it important for us to assist our local communities but also ones abroad that have suffered the effects of natural disasters.

In Bermuda, we were fortunate with COVID relief and measures. However, we cannot say the same for other countries, such as India. Throughout this year, charities that support COVID and International relief have struggled to provide for those in need. With India's astronomical surge of COVID cases this past year, as well as the aftermath of the volcanic eruption in St. Vincent, many of KPMG staff chose to donate to these important causes.



## Donation to British Red Cross for the Haiti Earthquake

KPMG was also able to donate to the British Red Cross to help supply disaster aid to communities in Haiti who were effected by the earthquake last August.



PROSPERITY

# Our employee's charity work



CHARLES THRESH

ALUMNI



**C**harles Thresh, our past Head of Advisory and Markets in Bermuda, has been a member of our National Museum's Board of Directors since 2012, spending seven of those years as the board's Treasurer. Through multiple organizational and financial hurdles that the Museum has faced, Charles has offered his time and professional expertise to help strategize as well as raise funds for many of the Museum's ambitious projects.

Charles has overseen the implementation of a new roof for the Governor's House, the establishment of new exhibitions spaces, and the ongoing fundraising for a new educational centre at the Museum's site. This center is seen to be a huge opportunity for the Museum and its board of directors. It will be designed to host and teach international university students about Bermuda's cultural history, and its global trading relationships.

In addition, KPMG has also provided services for the Museum, such as running training workshops to advise the Museum's staff on rules and regulations surrounding anti-money laundering and board compliance, making for a more educated and effective workforce.

We hope that our long-term relationship with Bermuda's National Museum continues to thrive for years to come.

STEVE WOODWARD



JEREME RAMSAY

ALUMNI



Steve Woodward, the Chairman of our Corporate Citizenship Committee and Head of Private Enterprise in Bermuda, has also made huge contributions to our local Aquarium, Museum and Zoo. Steve has been the Treasurer for the Bermuda Zoological Society since 2010, a charity established to support the Aquarium, Museum and Zoo with its numerous projects and initiatives. During this time he has been responsible for managing the society's cashflows, budgets, and it's committee meetings.

During his tenure, Steve has helped bring to life a plethora of projects and initiatives at the Aquarium and Zoo.

One notable project, that is a key source of pride for Steve and the rest of the society, is the Aquarium, Museum and Zoo's repurposing of Trunk Island. Since acquiring a considerable part of the Island in November 2014 the society, by helping attract corporate donors, has helped fund and establish the Aquarium, Museum and Zoo's new educational center. Made up of the Island's several, now-renovated, cottages, the center provides children from local schools as well as the Aquarium, Museum and Zoo's summer and Easter camps with an educational opportunity to learn about the rich and diverse forms of life in Bermuda. Not only this, but over the course of ten years the equilibrium of Trunk Islands' ecosystem is slowly being restored. This achievement is not only accredited to Steve and Society, but also our very own KPMG employees. Through several the KPMG Make A Difference Days, the staff have helped reintroduce mangrove forests, create nests for longtails, and excavate invasive species on the island, allowing indigenous life to regenerate.

Steve has also overseen and helped fund the Bermuda Turtle Project (which has been running for 30 years). This project attracts college students from across the globe to partake in the capture, tagging and tracking of sea turtles as well as restoration projects to reintroduce seagrass in certain areas across the island. This experience provides students with an opportunity to learn more about sea turtles and their habitats. Another project is the REEF watch project, which allows for local boatowners to be educated about how they can help map the reef and log information about its inhabitants. The progress of these programs has been stunted due to COVID-19, however, the society plans to restart them once restrictions are lifted.

Whether it's lending a hand through community service projects, contributing to social impact initiatives, or fundraising for a fundamental resource; it all starts with ... how can I help?

KPMG in Bermuda continually delivers high-value, and real impact within our community, through the support of various local initiatives, with a focus on youth development tied to education and sport.

On a global scale, the firm has played a critical role in assisting other KPMG Members firms in the Caribbean region, following natural disasters last year and beyond.

As I reflect on the year, KPMG's most prominent contribution, on island, were linked to pandemic relief efforts; financially supporting social causes, Bermuda registered charities, and other not-for-profit organisations during a crucial time. Having been afforded the opportunity to work closely on the Corporate Citizenship Committee, I have witnessed a genuine interest by the executive leadership team, and by my fellow KPMG colleagues, to actively assist.

KPMG is a strong advocate towards employee involvement in community efforts and cultivates a culture which embraces this principle. Several of my KPMG colleagues, joined the Pembroke Rotary Club of Bermuda during the last year through a corporate sponsorship offered by the firm. This enables us as a firm, to amplify our impact in supporting additional social initiatives throughout our community.

As you read this, I implore you as members of our community, whether Bermudian or Resident, to find ways within your circle to give back and support social/charitable causes.

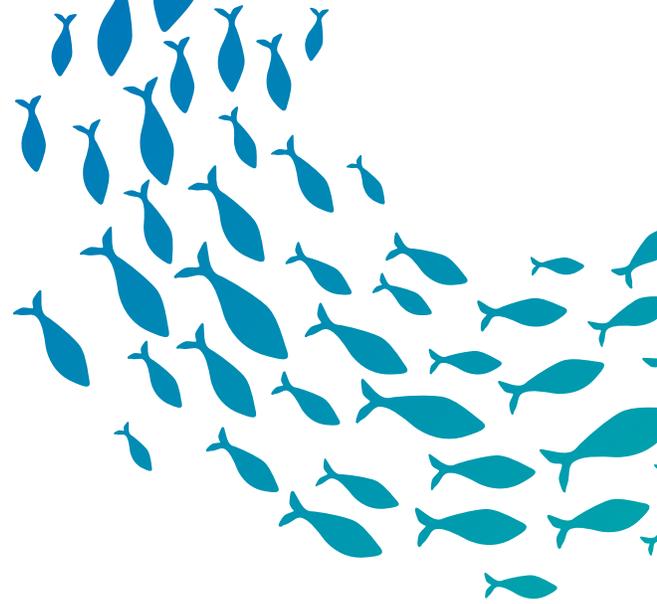
Remember, many hands make light work, which can deliver high-value, and real impact in our community.

Jereme is also Club President of the Pembroke Rotary Club of Bermuda, 2021/2022 and President & Executive Director for the Walter S. Saul Youth Exchange Bursary Programme (Bermuda Registered Charity # 993).



PROSPERITY

# Economic Impact Report



**T**he Bermuda International Long Term Insurers and Reinsurers (BILTIR) recently shared their economic impact report developed by KPMG in Bermuda primarily pro-bono. The report is an excellent example of how companies, and in this case an entire industry sector, want to work with KPMG to report on social and economic contributions. The report helps to shine a light on the long-term sector's impact which is largely unknown outside of the insurance industry in Bermuda.

KPMG's collaboration with BILTIR's board members and executive team helped to develop new relationships with long-term C-Suite executives. The firm intends to grow these relationships and looks forward



For instance, did you know:

- 01** Within the International Business (IB) sector, long-term insurers have played a significant role in maintaining the IB steady employment level by contributing approx. 600 jobs over recent years

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- 02** What industry experts believe to be the historic enablers and barriers to IB sector growth

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- 03** Bermuda long-term sector companies have nearly \$700 billion in assets under management – the amount the US Government spent bailing out financial institutions during the Great Financial Crisis

---

- 04** The new reality created by the COVID-19 pandemic will require a new playbook to attract residents and companies to Bermuda

---

- 05** The potential for the long-term sector to become a global centre of excellence thus playing a pivotal role in Bermuda economic recovery



PROSPERITY

# Ignite



## IGNITE ECOSYSTEM SUPPORTS ENTREPRENEURIAL COMMUNITY

**A** new business often begins from a spark of an idea, and KPMG in Bermuda helps to foster an environment where it can ignite. Ignite Bermuda is the island's first privately funded entrepreneurial accelerator, co-founded by KPMG and New Venture Holdings, in partnership with Entrepreneurial Spark, the largest operator of such hubs in the UK.

The Ignite ecosystem is about nurturing and developing all of the necessary elements to create a healthy support system for Bermuda's entrepreneurs, small businesses and community leaders. An equally important mission is to create a safe environment where entrepreneurs can take risks and collaborate with and support each other.

If the environment is healthy and supportive, the outcomes are job creation, wider economic participation and diversification of the economy. Our ecosystem has a number of key elements:

- Our financial sponsors supported the Ignite concept from the onset and enabled us to build and operate the Ignite Hub to provide our services to our cohort for free
- A world-class entrepreneurship curriculum in partnership with Entrepreneurial Spark
- A program that is expertly delivered by our enablers, Sean Reel and Laura Lyons who create an environment that is inclusive and safe for our entrepreneurs
- An amazing network of mentors, experts and companies who provide deep and comprehensive support and education for our clients
- A community of investors who will invest and provide capital to small businesses via our pending Ignite Investor Network

In October 2021, Ignite Bermuda released their 2019-2021 Impact Report highlighting the community impact since the launch of their entrepreneurial accelerator programme and its development through Cohorts 1, 2 and 3. "As we head into our third year of operation, we will have supported over 250 entrepreneurs and community leaders. After graduation from our programme, these individuals, companies and networks will continue to create jobs and to strengthen the social fabric of Bermuda." - Don Mackenzie.

Recognised in 2020 with a Best of Bermuda Award for Good Corporate Citizen the subsequent cohorts continue to persevere, pivot, and connect with each other long after completing the programme.

"Ignite would not be the same without the vibrant community of entrepreneurs who have the courage and self-belief to create opportunities for themselves and their team members. The level of demand for our first three cohorts has far exceeded our expectations. More importantly, the quality and attitude of our cohorts have inspired us to work even harder to support them. Their stories inspire us and we hope you will feel the same." — Don Mackenzie, chairman of Ignite.

## KPMG'S SUPPORT IN 2021

**47**

full-time jobs  
created

**105**

part-time jobs  
created

**37%**

total sales  
growth of cohort  
businesses

**85**

families directly  
supported  
through core  
cohort members

**850**

hours of  
enablement

**120+**

hours of  
professional  
development  
over 33 events

KPMG continues to support each cohort of entrepreneurs through the delivery of key information sessions and weekly access to the volunteers expert advice. 2021 saw Ignite offer the fourth iteration of its core entrepreneurial accelerator programme with 31 successful applicants. Steve Woodward, Felicia Wilsen, Stephen Warren, Ros Tiamzon, Brendan Pike, Dylan Marshall (Alumni), Jason Kim (Alumni), Kate Gyorgy, Will Green, Ashley Godek (Alumni) are part of the Know Your Numbers Team who deliver a 2-hour information session that digs into why we need to know our numbers. This session is one of the first offered at the beginning of each programme - it covers an introduction to Accounting: clarifying key terms and the basic principles of accounting, the accounting equation, and double-entry accounting; as well as cash flow management: the difference between profits and cash flow, how to prepare a cash flow forecast, options to cover cash shortfalls and tips for getting paid on time. The members of this team are available each week to help individual members with their specific questions.

Cohort 4 has also been supported by Garita Coddington, Senior Manager, Learning and Development, with production support by Shequita Parson. Garita delivered an information session on The Art of Control: Self-Management Skills that helped the entrepreneurs identify potential personal barriers to effective self-management and shared strategies or methods to improve productivity.



Ignite's first impact report can be viewed [here](#).



## HOW IGNITE HAS HELPED DEVELOP BUSINESSES AND CAREERS

With the support of our Ignite team Craig Smith's entrepreneurial business 'Greenhouse Bermuda' has been able to thrive, despite the market conditions created by COVID-19.



Mr Smith's company sells organic beverages, dried meats and fruits, environmentally friendly products, and possesses a sustainable ethos at its core. Having 25 years of experience in the food and beverage industry as Bacardi Brand Manager, Beverage Manager of St. George's Club, and Manager of The Dog House on Front Street, Craig both had the knowledge and contacts to allow his business to thrive.

Throughout the period in which Mr Smith was establishing his business or faced any problem he could always refer to Ignite and our own people at KPMG for help or guidance.

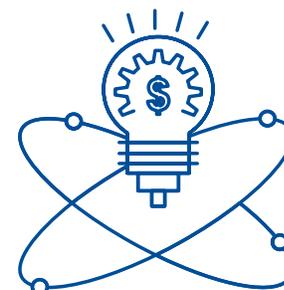
"When you are a sole proprietor, there are always problems" Mr Smith stated "Ignite gives you a great think-tank to get through those problems. They also have guest speakers come in from firms such as KPMG to talk about topics such as accounting or HR."

Currently Mr Smith's products are for sale at both Lindos stores, Terceira's on the North Shore, Miles Market, Harrington Hundreds Grocery and he is looking to expand to a few more locations. Customers can also buy through his website: [www.greenhousebermuda.com](http://www.greenhousebermuda.com).

We are proud that we could be a part of his business venture and journey, and wish Mr Smith all the best for the future, as it looks very bright.



# Educational outreach — Investment Challenge



**A**s stated previously, education is a key priority for our firm, therefore, KPMG’s Senior School Investment Challenge is continuously a highlight in our calendar.

This challenge is designed to inspire youthful interest in investment, by offering high school students a platform in which they can comprehend and analyze patterns in capital markets, as well as develop a coherent understanding of the types of securities available to them and in the corporate arena. Moreover, and especially in light of the COVID-19 pandemic, students become educated about the extensive ramifications that global events can have on international stock markets.

For the challenge each team is given \$100,000 worth of virtual funds to trade with over the course of six months. The top three teams that generate the highest return will win cash prizes totaling **\$20,000** at a virtual Prize Giving Ceremony.

The 2021 KPMG Investment Challenge was comprised of 20 teams from the following schools: Bermuda High School for Girls, CedarBridge Academy, Berkeley Institute, Warwick Academy, Bermuda Institute, Mount Saint Agnes Academy, Saltus Grammar School, Chatmore Chartered and Impact Mentoring.

## KPMG INVESTMENT CHALLENGE (FINAL STANDINGS)

Team Name	School	Value
1 Flirtingwithmodels	Warwick Academy	\$123,290.67
2 WA LITquidity	Warwick Academy	\$115,969.37
3 TC-1	Chatmore Chartered	\$115,947.36
4 Stock-up	Bermuda Institute	\$115,170.33
5 Wolves_of Wallstreet	CedarBridge Academy	\$114,628.80
6 Money Maniacs	Berkeley Institute	\$113,669.60
7 Sell outs	MSA	\$110,986.82
8 Money Grabbers	Berkeley Institute	\$109,262.78
9 Stockontherock	BHS	\$108,793.49
10 Gold-Diggers	Bermuda Institute	\$108,424.69
11 Common Cents	CedarBridge Academy	\$107,777.43
12 MoneyWise	Bermuda Institute	\$105,065.04
13 The Bulls Eye	Berkeley Institute	\$104,145.82
14 Bu\$ine\$\$ Blizzy\$	Warwick Academy	\$103,322.36
15 Stock-Hunters	CedarBridge Academy	\$103,216.08
16 Bull\$	BHS	\$101,274.41
17 Amazon Warriors	BHS	\$100,638.17
18 Three Marketeers	Saltus	\$98,996.61
19 Cyber Bullish	MSA	\$98,069.69
20 Bravo 6	Impact Mentoring	\$83,588.64



[Warwick Academy team wins KPMG Investment Challenge - The Royal Gazette | Bermuda News, Business, Sports, Events, & Community |](#)



PROSPERITY

# Supporting talent development and succession planning

**A**lthough the COVID-19 pandemic has altered how organizations are implementing leadership development, KPMG has focused on supporting local charities; one of our biggest is to support the leadership and talent development of our public educators and youth sectors in the communities in which we live. KPMG will be collaborating with The Berkeley Institute in the area of professional development and succession planning. KPMG has a particular motivation on ensuring inclusive and equitable quality education.

This initiative (for the upcoming 2021-2022 school year) will be led by KPMG's Learning & Development team.

## KPMG IMPACT

**01** To provide support in constructing the School's talent development and succession plan for teaching and non-teaching, high performing, potential staff. This will include the establishment of a three-year professional development plan.

**02** To work with The Berkeley Institute's Signature School Transition Committee and its Workforce/Collaboration and Curriculum sub-committees, as the School intends to become one of the two first senior signature schools in Bermuda from September 2022.



## A QUOTE FROM THE BERKELEY BOARD OF GOVERNORS



At the Berkeley Institute, one of our Core Values is Excellence in Teaching. Excellence in teaching methods and in our faculty members are key inputs into the successful delivery of a quality education to our students. Teacher excellence in all our faculty, also builds a collegiate environment, in which all our teachers can continue to challenge, develop and support each other and the overall programming of the school.

Collaborating with an organisation like KPMG, where your success also depends on the quality of your people, and where continuous learning and professional development is fundamental to its success, will be invaluable for The Berkeley Institute. We will benefit greatly from KPMG sharing its knowledge and experience in developing great professionals.



A filing cabinet donated by KPMG is moved into position by the Berkeley institute facilitates team.



PROSPERITY

# Educational outreach through charitable giving



## IMPACT MENTORING ACADEMY

KPMG's donation to the IMPACT Mentoring Academy will be applied to enhance the quality of the educational experience offered to the school's students, and has allowed the organization to move closer towards their goal of positioning their boys for tertiary education or workplace employment.



## BERMUDA SCHOOL OF MUSIC

Each year, the Bermuda School of Music (ch 483) aims to raise \$225,000 for Community Education & Seniors and Bursary Program. Out of that amount, \$50,000 is put towards their Bursary Program. These funds allow children to begin or continue their specialized music education and provide a positive and safe outlet for their growing minds. With KPMG's continued support they move closer to obtaining their goals.



## KNOWLEDGE QUEST

Since 2002 Knowledge Quest has provided college and university scholarships to over 230 Bermudians to enable them to develop the knowledge and skills necessary to achieve their professional goals, improve the quality of the workplace and provide leadership and service to our community. Knowledge Quest's focus is to be the scholarship of last resort, to give those who are academically capable, but have exhausted all avenues of possible funding, the financial break they need. Last year Knowledge Quest awarded a record 24 new scholarships, responding to the increased need associated with Covid-19 job losses and a shrinking economy. It is critical that right now, with so many students without savings because of lack of work, we ensure there is consistent access to educational opportunities for all Bermudians. This year, the donation that KPMG's Corporate Citizenship Committee made to Knowledge Quest was able to provide critical funding for their new students for the 2021/22 academic year.



## ABIC EDUCATION AWARDS

The ABIC Education Awards program is one of the largest and most broadly supported scholarship programs in Bermuda. The program seeks to provide scholarships exclusively to Bermudian students want to pursue a higher education at well renowned colleges and universities. Through KPMG’s donation we are able to help many on their path to prosperous careers.



## SCOUT ASSOCIATION OF BERMUDA

Through KPMG’s donation to the Scout Association of Bermuda they have been able to refurbish their Scouts Hut, which has allowed the organization to accommodate girls and young women in scouting as well as scouts with physical disabilities. These inclusive changes are essential if they are to ensure that no young Bermudian is denied the opportunity to “help build a better world where people are self-fulfilled as individuals and play a constructive role in society.” It is only through the generosity of KPMG’s donation that they are able to provide the many activities that are the essence of Scouting. Moreover, the additional bathrooms, the upgrade to the kitchen and the excavation and levelling of the hillside will grant greater use of the site in terms of organizing outdoor activities. These enhancements will also facilitate the use of the campsite by overseas scouting groups, providing the opportunity for international exchange. The building will not be restricted to occasional use as the common room will also provide an additional area for regular group meetings. We at KPMG are proud to make such a big impact to lives of so many of Bermuda’s youths.



## BERMUDA FESTIVAL OF PERFORMING ARTS

KPMG is very proud of supporting Bermuda’s festival of performing arts, which serves both as an artistic and cultural outlet for members of our local community and a source of musical inspiration for Bermuda’s youths.

At KPMG, we hope to maintain our long-lasting commitment to enriching and improving the lives of countless people within our community. Indeed, we are proud and honored to have the opportunity to work with so many charities and initiatives, helping create huge amounts of change throughout Bermuda.

KPMG seeks to create an Impact, inspire change, and create a better world for the next generation.



## MENUHIN FOUNDATION (MUSIC)

The goal of The Menuhin Foundation is to “foster and develop an interest in classical and other music and the playing thereof” and “to recruit teachers and organize and produce programs and concerts and other forms of entertainment and musical education” for Bermuda’s students. With KPMG’s sponsorship they have been able to continue their valuable work.





# GOVERNANCE

Our Purpose and Values lie at the heart of the way we do things. To do the right thing, the right way, always. We are accountable to each other.



## Our Values — representing who we are and what we believe in

Our Purpose and Values lie at the heart of the way we do things. To do the right thing, the right way, always.

For over 70 years, we've inspired confidence by building trust, while empowering change to shape a better future. Our Purpose is rooted in rich history, built on our role to protect the public interest while shaping a better future for our people, clients and stakeholders. The immense pressures on business

and society are rapidly evolving. And with the new challenges facing the world, our Purpose has never been so relevant.

To inspire confidence and empower change, we need to consider the economic, environmental and social impact of our activities, align our financial and societal performance as part of a shift toward stakeholder capitalism, and have strong governance in place to oversee all our activities.



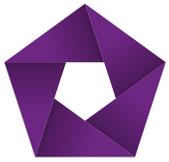
### Integrity

We do what is right



### Excellence

We never stop learning and improving



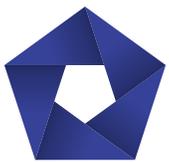
### Courage

We think and act boldly



### Together

We respect each other and draw strength from our differences



### For Better

We do what matters



## GLOBAL CODE OF CONDUCT

The KPMG Global Code of Conduct sets out our standards of ethical conduct. It applies to all KPMG leadership and employees - from new recruits to our longest serving colleagues - in every country in which we operate. It spells out fundamental ethical principles and highlights resources available to help leadership and employees understand and uphold those principles.

The original Global Code of 2005 was updated in 2012 and again in 2018 to reflect developments in law, regulation and professional ethics, as well as our enhanced commitments to making a positive impact on society, communities and the wider world. It also ensures we work with integrity while delivering real results to clients.

[Read more](#)



## TRANSPARENCY REPORT

We maintain an overriding commitment to audit quality and delivering value to stakeholders. The KPMG International Transparency Report describes our system of quality control as well as our structure and governance designed to maintain and further an unrelenting focus on quality and integrity.

[Read more](#)



# Metrics

In 2021, we have applied the WEF IBC metrics, as well as other reporting frameworks, including the Global Reporting Initiative (GRI) Standards and the UN Global Compact Principles — while reporting against our most material issues. We are pleased to share with you our metrics and measures as of December 31st, 2021. Globally, KPMG is reporting across similar metrics. You can access that report here: [Global Appendix](#)



## Planet



Electricity usage (kw/y)

2020/2021

**526,711**

2019/2020

**497,582**

2018/2019

**600,291**



Total carbon emissions (tCO2e)

2021

**696**

2020

**406**

2019

**805**



## People



Employees by gender and nationalities

**91** Female

**87** Male

**27** Countries



Promotions by gender

**14** Women

**11** Men



Total employee turnover by gender

Total of 65 employees

**27(42%)** Women

**38(58%)** Men



Total employee turnover by age

Total of 65 employees

**<25 = 0%**  
**35-44 = 16%**

**25-34 = 70%**  
**45-54 = 10%**

**55+ = 4%**



Average training & development investment per full time staff

**\$1,071**  
Global average

**\$1,000**  
Bermuda average



Average training hours per person

**51** Global average

**40** Bermuda average



Health and safety

**0** Serious accidents while at the office



# Prosperity



**9** positions of the **10** available graduate program staff accountant positions are currently filled



**27** Students supported over the past five years to earn their designation.



**12** Internships offered



**27** Staff members attended environmental clean ups



Scholarship values awarded in the past 5 years

**\$380,000** in total

**\$80,000** (2017)      **\$60,000** (2020)

**\$100,000** (2018)    **\$40,000** (2021)

**\$100,000** (2019)



Volunteer activities

**1,226**      **924**  
hours in 2021    hours in 2020



# Governance

Data represents Managing Directors and employees who completed training on KPMG's Code of Conduct and anti-corruption policies and procedures.



**100%** Anti-corruption compliance training completion



**Steve Woodward**

Managing Director

Chair, Corporate Citizenship Committee

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