



# Our Impact Report 2023

Together towards tomorrow

KPMG in Bermuda



# Presenting our 2023 Impact Report

**Our commitment to KPMG's four Impact pillars— Governance, People, Planet, and Prosperity—keep moving us forward, bringing positive changes to our organization and the wider community.**

In this report, we spotlight our ongoing progress across these pillars which have included the following during 2023:

## Governance

This year saw the inaugural KPMG Global Values week with each day focused on one of five values - Integrity, Excellence, Courage, Together, and For Better – with our people participating in a range of inspiring local and global events. While the week provided an opportunity for focus and reflection, Our Values guide us every day and are at the heart of who we are and what we do.

## People

We have continued to prioritise investment in our people including a commitment to Inclusion, Diversity and Equity throughout the firm and we were delighted to see an improvement in the gender diversity of our leadership group in 2023.

## Planet

This year we renovated our office which has fostered a more collaborative and dynamic working environment, enhancing team interaction and creativity. In addition to maximizing open, shared spaces, we incorporated sustainable practices, significantly reducing our carbon footprint and aligning with our commitment to environmental responsibility.

## Prosperity

We have continued to make a significant Impact in our island community ranging from supporting Bermudian youth and entrepreneurs through to charitable donations and fundraising. The efforts of our people underpin this Impact including our annual Make a Difference Day where this year over 100 employees ventured out to Burt Island to collaborate with the Waterstart program working on various environmental initiatives such as coastal clean-up, wood chipping, landscape clearing, clay bay maintenance, inventory management, and seagrass restoration.

**To achieve a better tomorrow we must work together.**

To be able to do this we must be rooted in trust, transparency, and integrity, we uphold our commitment to purpose-driven actions, mindful of the privilege and responsibility it entails. Our heartfelt gratitude extends to our dedicated staff, whose unwavering commitment and passion have been instrumental in amplifying our impact. Their tireless efforts underscore our shared mission of advancing corporate citizenship and leaving a positive legacy for future generations.

**Together, we forge ahead — for better.**



**James Berry**  
Chief Executive Officer



**Steve Woodward**  
Chair  
Corporate Citizenship Committee

# Table of contents



## 06 Governance

Our purpose and values  
Global Values Week  
Global code of conduct



## 08 People

Lift Off Program  
Empowering through experience  
Investing in education – Scholarships  
Shaping future leaders – Graduate Program  
Connecting youth globally  
Nurturing well-being  
Inclusion, Diversity, Equity  
Empowering voices  
Sharing Bermuda



## 17 Planet

Environmental impact  
Reducing carbon footprint  
Helping clients achieve their ESG goals  
Green initiatives



## 20 Prosperity

Make a difference day  
Spreading joy and support  
Relay for Life  
Ignite  
Educational outreach  
Round the grounds

# Value of impact

## Donation in hours



**1,475 hours = \$1,166,407**  
2023

**960 hours = \$947,582**  
2022

## Total impact



**\$1,257,008**  
2023

**\$1,042,537**  
2022

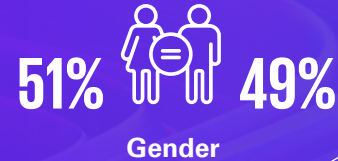
## 2023 donations in dollars



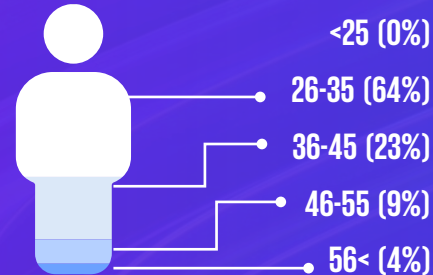
**\$79,426**  
Donations

**\$11,175**  
Sponsorships and  
Annual Memberships

## People



### Turnover by age



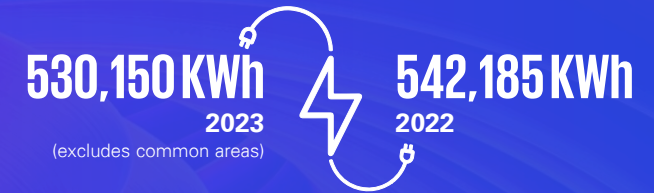
**30**  
Nationalities

**36**  
Hours of training  
per employee

**0**  
Serious  
Accidents

## Planet

### Electricity usage



## Prosperity



**7 Lift Off  
positions in 2023**  
(Staff Accountants)



Internships  
**16 positions offered**






Scholarship value  
for the past 5 years

**TOTAL: \$280,000**

# Our mandate and giving

## Our employees, 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 out local environment and communities as well.



We actively support the UN's 17 Sustainable Development Goals through our business activities and corporate citizenship strategy, with a particular emphasis on **Goal 4: "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all."** Our commitment



is evident in our educational outreach initiatives and our Lift Off Program, which annually aids in launching and supporting the careers of future accountants.

## 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 and other natural disasters.

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.
-  **Community volunteer leave policy**  
Encouraging and supporting our people to spend more time in their communities, both during and outside of working hours.
-  **Directorships and stewardship**  
Generously giving our senior leadership's time, advice and experience as Directors and Officers of various charities and community organizations.
-  **International and local disaster relief**  
Providing funding, volunteers, and other support during emergencies.
-  **Pro-bono policy**  
Harnessing our people skills, experience, and expertise, by supporting not-for-profit organizations through pro-bono work engagements.



# GOVERNANCE

## Our Purpose

By inspiring confidence in our people, clients and society, we help empower the change needed to solve the toughest challenges and lead the way forward.

### People

We are a people business.

Our people crave opportunities to do meaningful and impactful work while developing a thriving career in an inclusive, diverse and caring culture.

### Clients

We stimulate trust and confidence in business.

Our clients seek our expertise to overcome vast challenges ahead and to grow sustainably.

### Society

We have a responsibility to build a sustainable future.

Society expects a fairer, more equitable future that doesn't come with such deep costs to people and our planet.

## Global values week

This year we saw the inaugural kick off of global values week, a company-wide celebration designed to unite all 260,000 employees around the world. It was the first time the entire company came together, regardless of location or function, to celebrate shared culture and values. Each day focused on one of the company's five values: Integrity, Excellence, Courage, Together, and For Better. There were inspiring speaker sessions with famous guests and immersive events planned throughout the week. The goal was to ensure every employee understood the values, felt inspired to act with integrity and courage, and work together for the betterment of clients and society. Daily events showcased each value throughout the week, with both global and local activities.

## Our Values

### 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 find strength in 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](#)

## Bermuda Transparency Report



[Read more](#)

## Our approach to identifying risks

At KPMG, we help inspire confidence in our people, clients and society, and we recognize how important it is to identify, manage and plan for risks. Every KPMG firm is required to identify and manage its risks through a formal risk assessment process for which each firm's leadership takes responsibility.

Our global client and engagement acceptance and continuance policies and processes help member firms identify and evaluate potential risks, ethics or compliance issues prior to accepting or continuing a client relationship or performing a specific engagement. Member firms are required to consider a range of factors as part of this evaluation, including the client or potential client's risk profile (e.g. its management and ultimate beneficial owners), potential independence and conflict of interest issues (using our conflicts and independence checking system), intended purpose and use of engagement deliverables, public perception, and whether the services would be unethical or inconsistent with our Values, as well as factors specific to the type of engagement. Where client or engagement acceptance or continuance decisions pose significant risks, additional approvals are required. Read more in our [Global Transparency Report 2023](#).

## Client confidentiality, information security and data privacy

The importance of maintaining client confidentiality is emphasized through a variety of mechanisms, including our [Global Code of Conduct](#). We have policies that address information security, confidentiality and data privacy. Member firms also provide their personnel with annual training on confidentiality, information protection and data privacy requirements.

## Speaking up safely

KPMG has a detailed approach for monitoring and reporting any illegal or unethical acts. Our Global Code of Conduct and policies and procedures set out a clear process for anyone seeking advice or wanting to report illegal or unethical behavior, and we openly encourage a culture of speaking up without any fear of reprisal. We prohibit retaliatory behavior when our people report ethical issues, breaches or suspected breaches in good faith.

KPMG firms are required to establish, communicate and maintain clearly defined channels to allow KPMG people and third parties to make inquiries about, raise concerns in relation to, provide feedback on, and notify of reportable matters without fear of reprisal, in accordance with applicable laws and regulations.

Supporting our speak-up culture, KPMG International has a hotline which is a mechanism for our people, KPMG firms' clients and other third parties to confidentially report concerns they have relating to any activity by KPMG International, KPMG firms or KPMG people.



# PEOPLE

## Lift Off Program

**At KPMG in Bermuda, we are committed to nurturing the aspirations of young individuals of our island, empowering them to kickstart their careers through our innovative Lift Off Program.**

This initiative is designed to be a guiding light for those entering the professional corporate world. KPMG takes great pride in offering a supportive platform where young students can spread their wings and explore the different career paths that are perfect for them. Within the Lift Off program, we provide comprehensive mentorship, multiple scholarships, summer internships, co-op placements, opportunities to shadow work for high school seniors, and placements for our full-time graduate program. These are in place to ensure that participants are well-prepared to navigate the competitive job market they so choose and start their fulfilling careers with KPMG. With a strong emphasis on personal growth, career development, and fostering a sense of community, our program aims to inspire and elevate the next generation of professionals, giving them the tools, they need to soar.





# Empowering through experience

## Internships

KPMG in Bermuda extends a 12-week summer internship opportunity to a select number of Bermudian undergraduate students. Contrary to the common assumption that these internships primarily focus on accounting and finance, a wide spectrum of placements are included, spanning from marketing to human resources to compliance.



## Charity projects

KPMG's dedicated interns embarked on meaningful charity projects that truly showcased their commitment to making a positive impact on their home.

Their collective efforts demonstrated our belief in giving back to the community and highlighted the social responsibility that runs deep within our organization. The interns' projects not only enriched their learning experience but also contributed to the betterment of the communities we serve. This philanthropic endeavor not only reflected our company's values but also inspired the interns to embrace the spirit of corporate social responsibility as they pursued their careers in the professional world.

- 1** Bermuda Diabetes Association
- 2** Mirrors
- 3** Home
- 4** Bermuda Zoological Society
- 5**



# Investing in education – Scholarships

## Recognizing achievements

Providing opportunities for Bermuda's youth is a commitment we do not take lightly. KPMG in Bermuda is deeply committed to fostering the educational aspirations of young individuals and supporting them on their journey towards building successful careers.

The 2023 KPMG in Bermuda Scholarship recipient is **Sancho Smith**, winning the scholarship valued at **\$20,000 per annum for up to three years**.



I am grateful for the 2023 KPMG Scholarship which has allowed me to pursue my studies in business administration at Clayton State University. The stress of competing in the classroom and on the track, along with the financial burdens, can be overwhelming for a student-athlete in track and field. Despite these challenges, these experiences have helped me grow and become more passionate about my work. Being recognized by KPMG inspires me to continue pursuing my goals and honing in on my skills. To further add, I am thrilled to pursue my master's degree and become a certified public accountant with the support of KPMG. Receiving this scholarship is a great honor for my career in accounting and finance.

**Sancho  
Smith**



Congratulations Sancho on receiving the 2023 scholarship. Sancho exemplifies the impact of our investment in education and young Bermudians. His academic excellence and being a student athlete aligns perfectly with our commitment to fostering future leaders who will make a positive difference.

**Steve Woodward**

Partner, Head of People



# Shaping future leaders – Graduate Program

“

The graduate program has allowed me to gain first-hand experience and knowledge that goes hand in hand with my exam preparation. The resources and mentorship that have been provided so far on my journey have been essential to my professional growth. I am looking forward to my future with KPMG in Bermuda, as I have been provided with life changing learning opportunities and experiences thus far.



**Jache Butler**

”

“

Joining KPMG's graduate program was like embarking on a thrilling adventure! Every day brought on new challenges and opportunities to learn and grow. It's not just about work; it's about discovering your potential and discovering yourself as a professional. Overall, my experience at KPMG's graduate program has been instrumental in shaping me into a well-rounded professional, ready to tackle any challenge that comes my way.



**Khyah Bagley Pearman**

”

“ I did not join KPMG's graduate program in the traditional sense, through internships and then as a staff accountant. I was more so adopted in to the program as I was also working towards my designation. Since joining the Graduate Program at KPMG, it provided a sense of community amongst accounting professionals and is a great opportunity to be exposed to new people, skills and experience. ”

**Gabriella Gilbert**



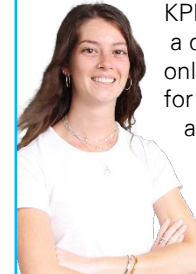
# Connecting youth globally

## One Young World

Over four intensive days of the One Young World summit in Belfast, Northern Ireland. Our KPMG in Bermuda delegates joined 1,800 other young leaders from 193 countries to debate and formulate positive, actionable solutions for the most pressing issues facing the world today.



I had the opportunity to connect with other delegates representing KPMG from offices across Europe, Asia and North America as well as other delegates from various industries. One of One Young World's main focuses for this Summit was on Mental Health, which is something I'm quite passionate about and why I was keen on attending. I returned home very inspired and motivated to take action for

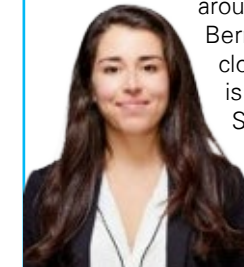


KPMG in Bermuda to be seen as a champion of mental health not only for its employees, but also for the community. Charlotte and I are super excited to be working together to achieve this goal.

**Tiara Correia**



I'm grateful for the amazing opportunity to have attended One Young World in Belfast, Northern Ireland, with Tiara. It was a special week packed with inspiring speakers, workshops, and events. We had the privilege of meeting leaders from across the globe, passionate about tackling some of the world's most pressing issues. Tiara and I went to Belfast with the objective of bringing back ideas to address issues



around mental health in Bermuda, something that is close to our hearts. And this is precisely what we did! Stay tuned announcements very soon...

**Charlotte Reboul**



## Global Advantage Program



As a KPMG scholarship recipient, I was given the opportunity to attend KPMG's Global Advantage Program in Brussels, Belgium. This was an incredibly valuable experience as we were able to partake in multiple leadership and skill workshops over the week as well as network with KPMG attendees from around the world. In addition to the workshops, we were able to explore the city together and learn about Belgium's rich history. We visited landmarks around the city such as the Atomium, EU Parliament and the Grand Palace before a fun trip to a chocolate museum where we could learn about the process of making chocolate and try designing some ourselves. I was also able to meet incredible people on this trip who I'm excited to watch grow and succeed throughout their paths with KPMG. I am very grateful to KPMG in Bermuda for providing this opportunity among many others to me and supporting my career and growth.

**Kathryn Mason**



# Nurturing well-being

## 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.

## 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.

The wellness committee is a cornerstone of our commitment to our people. By prioritizing their well-being, we empower them to bring their best selves to work, fostering a thriving and resilient team environment.



**Bron Turner**  
Chair of Wellness Committee

## 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.



Photos courtesy of Bernews

## Events held by the wellness committee



### Smoothie Thursday



### Massage Fridays



### Lunchtime yoga classes



# Inclusion, Diversity, Equity



## 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.



## 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

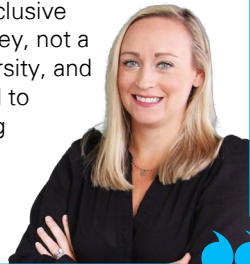
We commit to standing against systematic barriers and biases. We help level the playing field and ensure everyone can succeed and thrive at KPMG.



Building a truly equitable and inclusive workplace is a continuous journey, not a destination. The Inclusion, Diversity, and Equity Committee is committed to leading this charge and ensuring progress for all.

### Sarah Robey

Chair of IDE Committee



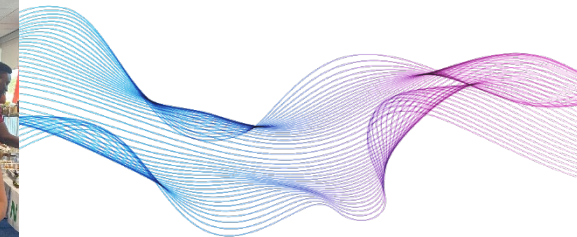
## Countries where this year's new hires represent

- Canada
- India
- Italy
- Kenya
- Malawi
- Mauritius
- Netherlands
- Pakistan
- Philippines
- South Africa
- Switzerland
- Trinidad and Tobago
- Uganda
- United Kingdom



**32%** Women in Leadership (Partners & Directors)

	Number of employees	Promotions	New Hires
<b>Women</b>	81	17	22
<b>Men</b>	79	14	29
<b>Countries</b>	30	N/A	14



# Empowering voices

## We Speak

WeSpeak gives women with any anxiety around public speaking the opportunity to come together in a safe place. Four KPMG female employees were able to attend the event. The workshop covers a range of topics and techniques aimed at enhancing various aspects of public speaking, such as delivery, organization, and content creation. Participants work closely with their WeSpeak coaches and spend the day working on practical skills, strategies, and confidence to communicate effectively in various professional settings.



## International Women's Day

This year, the theme for International Women's Day was "Embrace Equity." KPMG's International Women's Day celebration showcased the firm's dedication to bridging the digital gender gap and fostering gender equality within its global community. The DigitALL initiative emphasized the impact of technology on social and economic disparities, underlining KPMG's commitment to having women occupy 50% of leadership roles at the Partner and Director level by 2025. To support this goal, KPMG has invested in initiatives such as the KPMG Network of Women (KNOW) and implemented a tracking dashboard to monitor progress.

As part of the International Women's Day festivities, employees were encouraged to wear purple on March 8 to signify solidarity. Additionally, KPMG facilitated meaningful ways for colleagues to appreciate each other through the sale of small purple chocolate bags, with proceeds contributing to the Women's Resource Center. The celebration culminated in a Breakfast Panel Event hosted by the Women's Resource Center, sponsored by KPMG, which delved into embracing equity at personal, business, community, and global levels. Employees had the opportunity to win tickets to the event by participating in a draw, reinforcing KPMG's dedication to promoting gender equality and inclusivity.



# Bermuda: Celebrating culture and history

## Kite-making

In celebration of Easter, KPMG didn't waste an opportunity to bring in some fun and smiles into the office for the holiday with a kite-making session! Whether the staff have made a kite before or not, we brought all our employees together for a creative, enjoyable and informative experience. This unique celebration not only honored the Easter holiday but also emphasized the importance of teamwork and collaboration within our company.



## Cup Match

There's nothing like Cup Match time in Bermuda, or at KPMG. The two-day holiday is one of the most celebrated holidays in Bermuda, and to contribute to the occasion, the Cup Match Sub-committee brought back The Countdown to Cup Match. This week-long series of events were designed to infuse the KPMG's office with the spirit of the public holiday, fostering team bonding, learning, and, of course, heaps of fun. From the scavenger hunt to Cup Match themed treats, this fun filled week allowed us to break away from our usual routines, fostering a sense of unity and togetherness.



## Pride

At KPMG, we firmly believe in the strength of diversity and advocate for an inclusive environment where everyone, irrespective of their sexual orientation or gender identity, feels safe, acknowledged, and heard. We are unwavering in our commitment to raising awareness and taking concrete actions to champion our LGBTQ+ communities.







# PLANET

## Environmental impact

**KPMG in Bermuda is committed to integrating ESG principles into its own business operations.**

This commitment involves initiatives to diminish the company's carbon footprint, enhance recycling and composting rates, minimize waste production, and foster a more inclusive and equitable workplace environment. Through these actions, KPMG in Bermuda strives to set a precedent by aligning its business practices with the ESG standards it promotes to clients.



# Reducing carbon footprint



## Office renovations

The recent office renovations, including the reduction of a floor, are set to significantly enhance our workplace culture and environmental impact. By consolidating our workspace, we foster closer collaboration and stronger support among team members, facilitating spontaneous interactions and teamwork. The modernized, open-plan design promotes well-being with improved natural light and ergonomic workstations, contributing to a healthier and more productive environment. Additionally, the smaller office footprint helps reduce energy consumption and carbon emissions, aligning with our commitment to sustainability and a greener future.



# Helping clients achieve their ESG goals

Organisations face a growing demand for clear and transparent communication on their ESG agenda. Stakeholders – including investors, customers, employees and increasingly regulators – all want to understand the purpose and values of the businesses they affiliate with.

This demand has seen a rapid increase in the focus on non-financial information, particularly regarding climate. It has resulted in a vast range of ESG reports, targets, frameworks and regulations being introduced, which can vary by business location, sector, size and complexity.

KPMG is committed to assisting clients in achieving their ESG objectives. This involves an extensive range of services aimed at helping clients measure, reduce, and report on their ESG performance. Additionally, KPMG collaborates with clients to formulate and execute ESG strategies, reporting and assurance that harmonize with their unique business goals.

As KPMG works towards creating a more sustainable and equitable world, its ESG strategy is not only aligned with global standards but also attuned to the increasing emphasis on ESG considerations from investors, regulators, and consumers. By aiding clients in realizing their ESG objectives, internalizing ESG principles, and actively participating in ESG advocacy, KPMG is strategically positioned to navigate the opportunities and challenges inherent in the evolving landscape of ESG priorities.



# Green initiatives

The Green Committee is proud of our dedication to sustainability through impactful initiatives. Our status as Beyond Plastic Champions shows our commitment to reducing plastic waste. We support staff participation in Greenrock and Keep Bermuda Beautiful's events and have provided eco-friendly at-home farming starter packs. We will continue exploring activities to enhance our sustainability efforts, both at work and at home, reinforcing our commitment to a greener future.

**Taylor Heron**  
Chair of Green



## BUEI Youth Summit

In 2023, KPMG sponsored the Youth Climate Summit (YCS) by BUEI, a commendable initiative dedicated to the education, enlightenment, and active engagement of young individuals, aged 13 to 22, in the critical discourse surrounding climate issues.



Beyond Plastic is a community-driven initiative in Bermuda committed to reducing plastic pollution through collaborative efforts. The campaign focuses on enhancing community awareness and fostering a collective commitment to minimize the island's reliance on single-use plastics. KPMG in Bermuda are Beyond Plastic champions. As a firm, we have taken the following steps to reduce our SUPs –



- Provide and promote recycling on premises
- Drinks limited to those in glass, aluminum, or paper containers
- Provide only paper straws
- No plastic coffee pods
- Provide only wood or fiber coffee stirrers
- Provide reusable dishes and cutlery
- Provide Bring-Your-Own-Containers (BYOC) for staff
- Catered lunches/events are plastic free and primarily use reusable items

**Beyond plastic competition was held on May 19, 2023, where KPMG employees were asked to send in a picture of them completing one of the tasks listed above. The champion was Ana Arcila**





# PROSPERITY

## Make a Difference Day



May 5, 2023

KPMG's annual Make a Difference Day returned, and we joined the Waterstart team at Burt Island. Each year, we come together as a firm to offer support to a worthwhile Bermuda-based charity.

Since launching in 2001, Waterstart has developed, and continues to expand upon, a collection of highly successful outdoor education programs. These programs typically involve training in snorkeling, scuba diving, boating, conservation, and marine science, allowing students to embrace new experiences and gain skills through experiential learning. In addition to the core programs, students may also participate in projects such as woodland restoration, pilot aquaculture studies, seagrass monitoring, and fish identification surveys.

Waterstart's programs are designed to be progressive so that students attending over successive years have the opportunity to build upon skills developed in previous programs. The diversity of students and small group sizes create an inclusive environment where students thrive and learning is maximized.

KPMG employees worked in groups on various environmental initiatives, including coastal clean-up, wood chipping, landscape clearing, clay bay maintenance, inventory management, and seagrass restoration. We also donated **\$40,000** over a 4 year period to help support the rebuild of their facilities on the island.



# Spreading joy and support

## MOvember

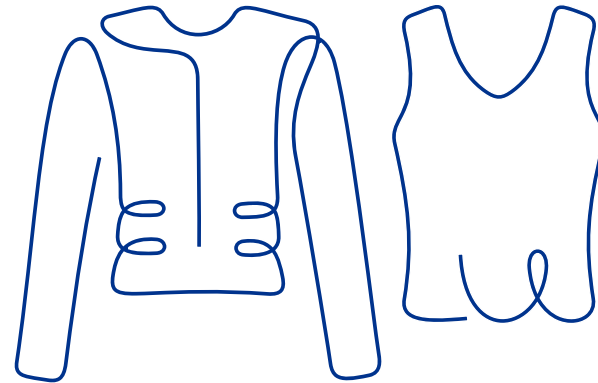
MOvember is about growing a moustache, having fun and changing the face of men's health. Mo-Bros were invited to join the KPMG team, fundraise and grow a moustache for the 30 days of MOvember. The moustache is a way to generate awareness of men's health issues and the MOvember fundraising initiative. 100% of funds donated will directly support men in our community to receive prostate consultations, detection testing and radiation therapy. The KPMG team has raised over \$25k for Bermuda Cancer & Health over the past 5 years and picked up a plethora of moustache awards along the way!

 **Total raised: \$2,774**



## Clothing Drive

On March 18, 2023, The Bermuda Young Lawyers made a call for members of the public to donate old business clothes for their clothing drive. KPMG asked employees to donate business suits, dresses, jackets, blazers, dress pants, shirts, ties, and any other business-appropriate accessories. The event successfully donated over 100 items of clothing, and every single piece was given to someone in need.



## Charities we support



# Relay for Life



KPMG in Bermuda supported Relay for Life by forming teams that actively participated in the day-long event. In addition to their physical involvement, the company also organized fundraising activities both leading up to and during the event. Among the varied fundraising efforts were a wine tasting, bake sale, karaoke night, quiz night, a golf day, and the exciting "walk the plank" challenge. The collective enthusiasm and commitment displayed by KPMG in Bermuda and other participants exemplified a community-driven effort to make a positive impact on the lives of those affected by cancer in Bermuda.

**As a team, we raised a total of \$12,500.**



This year marked a significant milestone for the Bermuda Cancer and Health Centre as they hosted their 10th annual Relay for Life Bermuda event, a 24-hour walk/run-a-thon aimed at honoring cancer survivors, commemorating lost loved ones, and generating funds to combat the disease. The event has a global reach, with participants from various backgrounds coming together to contribute to the fight against cancer, specifically directing the raised funds to support Bermudians in need of cancer treatment on the island.



# Ignite

Since opening its doors in May 2019, Ignite Bermuda has been transforming the lives of entrepreneurs through its Entrepreneurial Accelerator Programme. The programme offers two paths for successful applicants. The first is the Core Accelerator Programme, which takes up to 34 startups through an intensive programme of coaching, expert support, and entrepreneurial development led by Sean Reel, Executive Director and Laura Lyons, Manager of Enablement & Acceleration. The second path is an online series of monthly workshops as part of the Fuel Your Ambition Series.

KPMG has given invaluable support to the entrepreneurs in the Core Accelerator Programme by providing an in-depth look at the importance of financial literacy through critical event night topics such as, Know Your Numbers and Lean Numbers. The team is also available on-site each week for one-on-one support sessions with members of the cohort to get their numbers, from budgets and cashflows to projections, in proper order. By working together, we have helped to create a vibrant ecosystem of over 300 people who have the financial know-how to be successful.

Thank you to Felicia Wilsen, Garita Coddington, Steve Woodward, Leslie Jane Smith, Erica Gallagher, Allan Nyamutale, Jua Seo, Shiv Singh and Anastasia Slater. You are making a real Difference!

## Highlights from the Cohort 6 and 7 Metrics



The overall impact rating for **Cohort 6** was **86%** and **Cohort 7** was **over 98%**



Mentor quality and impact for **Cohort 6** gave a rating of **76%** and **Cohort 7** gave a rating of **86%**.



**Top ranking elements in the ecosystem** include: Enablement, Information Sessions, Cohort and Expanded Networks as well as Time Spent with Industry Experts (Shout out to KMPG!)



Each cohort is asked to report **key impact themes**; Cohort 6 found the programme **“Informative”**, and Cohort 7 found the programme to be **“Supportive”**



When asked what statements best resonate with them, 100% of Cohort 6 said, **“I am more entrepreneurial as a result of the Programme”**



NPS score was 100% for C6 and 90% of C7 said **“I would recommend Ignite to someone applying.”**



KPMG have been key supporters of Ignite from the very beginning in 2018. We are thankful to the KPMG team for continuing to support our entrepreneurs in understanding their business finances so they can make informed decisions.

### Neil Patterson

Ignite Co-Founder

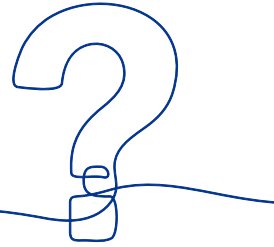
The KPMG team brings financial expertise to the programme that the entrepreneurs would not otherwise have access to. As a result, cohort members can better forecast and understand the value of their business presently and in the future. This is one of the keys to their success. We are extremely fortunate to have this collaboration.

### Don Mackenzie

Ignite Co-Founder



# Educational outreach



## Schools Outreach Program

The program aims to build awareness about KPMG's financial services career opportunities for future Bermudian leaders. Our vision is to positively impact the lives of these future leaders within the community. We strive to establish a pool of over 20 students who embody the potential of future KPMG leaders, particularly when recruiting for our Lift Off Program.



## Investment challenge

Congratulations to CedarBridge Academy – StockXer's for winning the 2023 KPMG Senior School Investment Challenge. As part of winning the top spot of our 2023 KPMG Senior School Investment Challenge, KPMG invited students to attend a lunch at the KPMG office. At the Lunch, students were able to ask any questions not only related to the Investment Challenge, but questions about our Lift Off Program which encompasses:

- Work shadow placements.
- Scholarship awards.
- Summer internships.
- Co-op placements; and
- any other questions around opportunities that KPMG offers students.





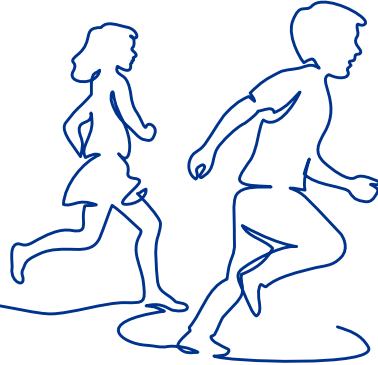
# Round the grounds

We were excited to announce that the 2023 Round the Grounds Junior race was back! People brought their little ones for a day of fun in the sun at Botanical Gardens. The opportunity to set the record and **win \$100 cash** was available for the 13 to 16 year-old male and female racers.

The record for females was 6:04:52, and for males, it was 4:58:99, both set in 2018 – so still waiting to be beaten!

There were yummy snacks, face painting, a bouncy castle, and other fun activities for the kids to enjoy, so they came and made a day of it!

A total of over 400 children ages 4 to 16 participated in 9 races.





# Our 2023 impact





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