



Our Impact Report 2024

The ripple effect:
small actions, big impact

KPMG. Make the Difference.

KPMG in Bermuda | kpmg.bm



Presenting our 2024 Impact Report

James Berry
Chief Executive Officer

Steve Woodward,
Head of People and
Chair, Corporate
Citizenship Committee.



Our four impact pillars – Governance, People, Planet, and Prosperity, serve as the foundation of everything we do. These guiding principles shape our decisions, our culture and our impact on the communities we serve.

Making waves, together

At KPMG in Bermuda, we believe that small actions have the power to create lasting change. Our purpose extends beyond delivering exceptional professional services to our clients - we embrace our responsibility to use our resources and knowledge to address the challenges facing our society today. As we share this year's Impact Report, we invite you to reflect on the progress of our collective efforts and join us in envisioning a future driven by shared responsibility and purposeful action.

We are particularly proud to celebrate the remarkable contributions of our staff. Their passion, dedication, and commitment to change have created ripples of impact across our communities and beyond. Whether it's promoting environmentally conscious habits, donating belongings to local charities, or continuing to inspire young Bermudians through our school initiatives, each initiative demonstrates that every action, no matter how small, can make a big impact.

Our commitment to making a difference has never been stronger. This report serves as a testament to the impact we've made from January to December 2024 – a reflection of our belief in working together, for better, one wave at a time.



Governance

Governance is central to our mission, as it establishes the framework for ethical leadership, accountability and transparency. We prioritize strong governance practices to build trust and ensure that our actions align with our values and regulatory obligations.

People

We are committed to fostering a diverse and inclusive environment that promotes work-life balance, mental health and continuous development. In 2024, our Employee Wellness Program provided resources such as fitness classes and mental health support, empowering employees to prioritize their health and happiness.

Planet

We recognize our responsibility to minimize our ecological footprint and promote practices that protect Bermuda's natural resources. This year, we continued to integrate sustainable initiatives into our operations, as we aim to contribute positively to the health of our island and create a legacy for future generations.

Prosperity

We continue to strive to create an environment where responsible business practices lead to positive outcomes for all, by supporting Bermudian youth, entrepreneurs, making charitable donations and fundraising. This year, we continued a number of our most impactful initiatives such as Make a Difference Day, Relay for Life and the Senior School Investment Challenge, all of which contributed to valuable change in our community.

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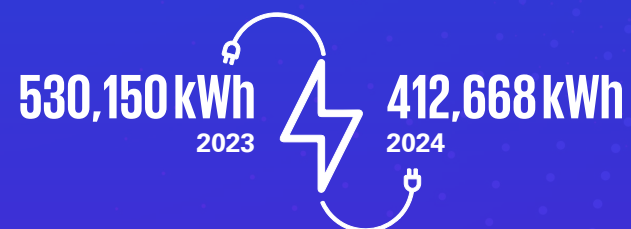


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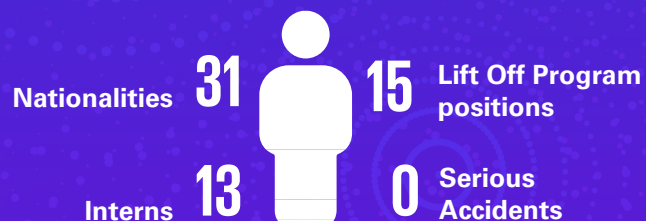
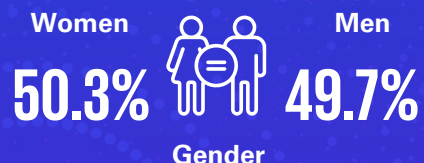


In 2024, we achieved a significant reduction in electricity usage, decreasing by 117,482 kWh from the previous year, a major step toward greater energy efficiency.



\$260,000 in scholarships awarded over the past 5 years

People



Donation in hours



Total Impact



2024 donation in dollars



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 our local environment and communities as well.



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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. 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 or deliver them to our offices:

Address:

KPMG Corporate Citizenship Committee
Crown House
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.



Our 2024 Impact Committees

Corporate Citizenship, Green, Alumni, Inclusion, Diversity & Equity, Graduate, Safety and Health at Work, and Wellness.



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.

Community

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.

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.

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 ([Transparency Report 2024](#))



[Read more](#)

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 passionate about shaping the future of our island's youth by equipping them with the tools and experiences needed to thrive in their careers. Our Lift Off Program serves as a launchpad for ambitious individuals to step into the professional world with confidence and purpose.

We take pride in empowering the next generation to build skills through personalized mentorship, hands-on learning and a supportive network, all while connecting with our community and strengthening shared values. Together, we are creating a pathway for future leaders who are ready to make an impact.



“ The Lift Off Program is a cornerstone of KPMG in Bermuda's commitment to developing Bermuda's future leaders. As KPMG Islands Group (KIG) Talent Development Lead, I am passionate about fostering an environment where young professionals feel supported and inspired. Through initiatives like work shadowing, scholarships, and internships, we equip participants with the skills and confidence to thrive.

This year, we've made the program more dynamic by strengthening ties with Bermuda's learning institutions to create meaningful career opportunities. Watching young talent grow into strong professionals is incredibly rewarding, and I look forward to the program's continued success.

Garita Coddington
KIG Talent Development Lead

”



Ripples of opportunity

Internships

Every year, we offer a 10 - 12 week paid summer internship program designed to provide Bermudian students with valuable professional experience and insight into the working world. Through mentorship and guided learning, interns have the opportunity to explore different areas of KPMG's business operations and discover where their skills and passions align, helping to set the foundation for their future careers.

Beyond professional development, our summer interns engage in charitable projects and community service initiatives. Since we believe in making a positive impact both inside and outside of the office, interns have the chance to contribute to meaningful causes that benefit their local community.

During their time with us, interns also form connections with a diverse group of employees and fellow interns. Regular social events and networking opportunities allow them to create lasting relationships, making the experience both professionally rewarding and personally enriching.

“ KPMG in Bermuda offered me the opportunity to refine my marketing abilities while making a tangible difference through community focused initiatives. The supportive and collaborative environment made me feel valued and inspired, allowing me to grow both in confidence and in my career. ”

Meron Simons
Summer Intern, Markets



“ During my time at KPMG, I was fortunate to be able to rotate between different departments, which provided invaluable insights into KPMG's dynamic culture. This experience allowed me to navigate the early stages of my career and deepen my understanding of public accounting and consulting related services. ”

I am thankful for this opportunity, and strongly encourage anyone interested in public accounting, tax or consulting services to explore opportunities with KPMG.



Taj Lowery
Summer Intern, Advisory

Intern charity projects

Our dedicated interns embodied the spirit of giving back through meaningful charity projects, showcasing their ability to make a positive impact while reflecting the core values of KPMG.

This summer, they worked with local organizations including Bermuda Diabetes Association, HOME, Ignite, and MIRRORS, taking on initiatives that addressed pressing community needs. Through creativity and teamwork, they delivered impactful results while gaining firsthand experience in corporate social responsibility.

We look forward to seeing the 2024 cohort carry forward this ethos as they advance in their careers.



Scholarships

We award 2 scholarships annually to high-achieving Bermudian students who are looking to pursue a career in accounting. The KPMG scholarship, valued at **\$30,000** per year and the Frontier scholarship, valued at **\$15,000** per year support students aiming to achieve their professional accounting designations.

We believe that investing in local talent is essential to the future success of Bermuda's economic and social value. KPMG is proud to empower the next generation of Bermudian professionals by providing them with the resources and guidance needed to excel in their chosen field.



“ I am honored to receive the 2024 KPMG Scholarship and excited to gain hands-on experience as a summer intern. This opportunity provides invaluable support and mentorship as I work toward my CPA and prepare to enter the industry with a leading global firm. I look forward to the journey ahead.”

Bethany Cooze
KPMG Scholarship Recipient



“ I am deeply grateful to KPMG and Frontier for the 2024 Frontier Scholarship, a pivotal step in my journey toward the ACA qualification. I look forward to returning for enriching internships and gaining insights through the KPMG Global Advantage Program. This scholarship inspires me to make the most of my time at the University of Edinburgh while contributing to KPMG and Bermuda's economy. With this support, my future is full of opportunities.”

Khalil Smythe
Frontier Scholarship Recipient



“ We are thrilled to support these exceptional students on their journey to becoming future leaders in the field of accounting. Their dedication and hard work have earned them these scholarships, and we look forward to seeing their continued success as they join our global network.”

Felicia Wilsen
Chair, Lift Off Program

“ Frontier is proud to support this scholarship in collaboration with KPMG for the fourth consecutive year. We are honoured to provide the financial support, professional resources, and leadership opportunities to Kahlil as he continues to pursue his career goals. This scholarship program will not only benefit his personal and professional growth but also, his future employers and the broader Bermuda market.”

Derek Winch
Frontier CEO



Transforming future leaders

Graduate program

Our Graduate Program is designed to cultivate the next generation of accounting professionals through a structured journey. University graduates in our program known as Staff Accountants benefit from tailored training sessions, financial and educational support, and a range of additional benefits. We encourage dedication and a strong commitment to professional development, particularly as participants work towards achieving their accounting qualifications. Graduates engage in real-world projects, collaborate with diverse teams, and gain insights that will shape their future success.



“ KPMG has been instrumental in helping me pursue my CPA Canada designation, providing both financial support and the flexibility to take time off for exam preparation. These resources are invaluable, and I am deeply grateful to have had them during the early stages of my career.

As a client-facing audit team member, I’ve developed adaptability and learned to respond to clients’ needs with agility. Over nearly three years at KPMG, I’ve built lifelong friendships and fostered countless connections across the industry, making my journey both rewarding and transformative.”

Rickie Williams

Staff Accountant



“ KPMG has provided me with a balance of challenge and support as I work towards my CPA qualification. From day one, my team has trusted me to contribute to client projects which has accelerated my technical skills and confidence. Beyond my work, the connections I’ve made in the office have made my experience an enjoyable one and have shown me the value of collaboration and support.”



Shu'ayb Nasir

Staff Accountant

One Young World Summit

KPMG in Bermuda’s Sharon Navvuga and Jordan Masters attended the One Young World Summit in Montreal, Canada, a global forum that convenes young leaders from across the world to tackle some of the planet’s most pressing issues. We continue to inspire our young professionals to become responsible business leaders, engage with future and current clients, and contribute to solving global challenges.

“ I am honoured to have represented KPMG as a delegate at this year’s One Young World Summit, a transformative experience filled with powerful insights, inspiring connections, and a renewed sense of purpose! Energized by this journey, I am excited to introduce a new initiative that reflects our firm’s commitment to investing in the personal and career development of our people. I look forward to making a positive impact and further strengthening our culture of growth. Thank you for this incredible opportunity!”

Jordan Masters

“ Attending the One Young World Summit on behalf of KPMG was an eye-opening experience. Engaging with brilliant young minds and thought-provoking discussions inspired me to keep empowering underrepresented youth and advocating for equal opportunities. I’m grateful to KPMG for their support and excited to make a lasting impact!”

Sharon Navvuga



Setting the foundation for excellence

WISE training

In September, our Learning and Development team conducted a transformative Winning Internal Service Excellence (WISE) training workshop. This two-day course was designed to enhance service delivery by promoting team bonding, self-improvement and a client-focused vision among our internal teams.

KPMG in Bermuda's Garita Coddington and KPMG in Cayman Islands' Cindy Reid led our teams through engaging presentations and self-assessments, sparking meaningful discussions about the role of emotional intelligence and effective communication in the workplace.

Partners held a panel discussion and shared insights on the firm's goals for the future, which encouraged participants to continue to embrace challenges and strive for excellence.

“Attending the workshop was truly inspiring, witnessing our team's enthusiasm and openness. The panel discussion with our Partners sparked thoughtful dialogue on our organization's future and the role each of us plays in shaping it. I'm proud to be part of initiatives that empower our people to embrace challenges, adapt, and strive for excellence.”

James Berry
Chief Executive Officer



Staff Appreciation Day

Our annual Staff Appreciation Day is a cherished tradition that serves as a reminder of the vital role each team member plays in driving KPMG's success and maintaining a positive workplace culture. We celebrated the hard work, dedication and contributions of the entire firm with a cake from our Partners that featured an encouraging and playful design to start the day off on a positive note.

Staff Appreciation Day is not only about thanking our team, but also about reinforcing the core values that make KPMG in Bermuda a great place to work.





Wellness Committee



Employee Wellness Program

We recognize that our employees' well-being is essential to their personal and professional success. In 2024, we continued to develop our comprehensive Employee Wellness Program designed to support the holistic health and well-being of our team members.

Our wellness program offers a variety of resources and initiatives tailored to meet the diverse needs of our employees. Key features include:

Discounted health and fitness classes: We seek discounted rates for yoga, pilates, and fitness sessions across the island to encourage physical health and relaxation.

Mental health support: Access to confidential counseling services, stress management workshops, and mindfulness programs to support mental and emotional well-being.

Work-life balance initiatives: Flexible working hours, remote work options, and time management training to help employees balance their professional responsibilities with personal commitments.

Health and Wellness Fair

In June, we hosted our first Health and Wellness Fair, a day dedicated to promoting healthier lifestyles and promoting well-being within our organization. The event started off with a nutritious breakfast and an engaging panel discussion on career and personal development, where our Partners and Directors shared insights on achieving balance and growth in all aspects of life.

Throughout the day, KPMG staff visited booths from the Bermuda Heart Foundation, Bermuda Diabetes Association, MASC (Counselling for Men), The Skin Company Bermuda, Beyond Plastic, Solstice and Courthouse, gaining invaluable resources and advice on mental health, physical wellness and sustainable living.

Participants also enjoyed hands-on wellness activities including massages, chiropractic screenings and personalized health consultations with Argus nurses. Creativity and relaxation were encouraged with Sip & Paint session, while a healthy lunch reminded everyone of the joy of nutritious choices.



Prioritizing the well-being of our people is the foundation of a thriving and engaged workplace. The Wellness Committee is deeply committed to driving impactful initiatives that foster balance, resilience, and a culture where every individual can truly flourish - both personally and professionally. Together, we're building a healthier, more connected, and empowered workforce.



Bron Turner
Chair, Wellness Committee



MegaBron

In October, our Wellness Committee successfully launched MegaBron: Off the Couch on the Run, an 8-week fitness program lead by Partner and Wellness Committee Chair, Bron Turner.

Training sessions were held regularly on Mondays, Tuesdays and Thursdays at 7am with optional Saturday meetups.

Employees, ranging from fitness newcomers to those re-engaging with their routines, benefited from a supportive environment designed to motivate and inspire.

The culmination of their efforts took place on December 8, 2024, at the Jingle Bell Run, where our team embraced the holiday spirit and showcased their commitment to fitness.

“Joining MegaBron has been a game-changer for me. The club has done wonders for my mental health, providing an essential outlet for stress and anxiety through physical activity. The sense of community is like no other; it’s helped me bond with colleagues on a deeper level. Whether we’re out on group runs or enjoying our Saturday coffee meetups, MegaBron has brought us closer together, creating a supportive environment for everyone involved.”

Travis Martin

MegaBron participant



Xtreme Sports Games

As part of the Wellness Committee initiatives, KPMG in Bermuda was represented by a team of 10 in the Xtreme Sports Games in May.

Xtreme Sports Games is an adult sports day where different corporations compete against each other in games such as Dodgeball, Egg & Spoon, Bubble Football, Tug-of-War, Sumo Suit, Kickball and more.

Our team not only demonstrated impressive athleticism, but also exemplified teamwork, determination and the KPMG spirit throughout the event, placing 5th amongst the competing organizations.

As we continue to support the Wellness Committee in organizing these activities, we reinforce our commitment to creating opportunities for our employees to stay active, mentally refreshed and socially connected.

Break-Even Pool Table Tournament

In November, the Wellness Committee brought back the highly anticipated Break-Even Pool Table Tournament. As expected, the tournament was a huge success, offering the perfect mix of friendly competition and camaraderie. Seasoned pros, causal, and new players to the game were all invited to participate.

Muhammed Hassan Choudhary managed to defend his title in both the singles and doubles matches with Kathryn Mason as his teammate. Break-Even was a great way for our staff to unwind, connect with colleagues and kick off the busy season. We’re already looking forward to next year’s show down!



Inclusion, Diversity, Equity



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 year's new hires represent

 Australia	 Nepal
 Bermuda	 Pakistan
 Canada	 Philippines
 France	 South Africa
 India	 Uganda
 Ireland	 United Kingdom
 Kenya	 United States of America
 Malaysia	 Zambia
 Mexico	

	Number of Employees	Promotions	New Hires
Women	83	12	25
Men	82	13	34
Countries	31	N/A	17



31%

Women in Leadership
(Partners and Directors)



31%

2024

32%

2023

29%

2022



Fostering inclusion, diversity and equity is about creating spaces where every voice is valued, and every individual can thrive. Our commitment is rooted in action and accountability, ensuring progress that benefits our people and the broader community.

Sarah Robey
Chair, IDE Committee



Echoes of culture and history

We take pride in celebrating the rich cultural heritage and vibrant community spirit of our island. This commitment comes to life through our recognition of meaningful celebrations such as Black History Month, Cup Match, the artistry of Kitemaking, and Pride.

At KPMG in Bermuda, these celebrations are more than just events - they are a testament to our commitment to community, culture, and inclusivity. By honoring these traditions and values, we create a workplace where everyone can thrive and feel a sense of belonging.

International Women's Day

On March 8, we celebrated International Women's Day under the global theme 'Inspire Inclusion', emphasizing the importance of building a more inclusive world for women. This theme resonated deeply with our ongoing commitment to inspire employees to value and embrace diversity in leadership, education and our community.

As a part of the day's activities, employees were encouraged to wear purple as a sign of solidarity. Building on previous traditions, we facilitated the sale of purple-themed treats, with proceeds donated to the Women's Resource Centre. Each year, we continue to reinforce our commitment to creating more opportunities for women and our goal of achieving 50% female representation in leadership roles by 2025.

Privacy Room updates

In May, we enhanced our Privacy Room, a dedicated space for pumping, prayer, and private conversation, by adding frosted glass, an interior lock, and essential amenities. This investment supports work-life balance, boosts morale, and contributes to our employees' long-term success.



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Black History Month

In February, our team celebrated Black History Month by spotlighting Black-owned businesses across the island. Each week, we introduced a new business, celebrating their inspiring stories and sharing their unique products with our staff. Businesses this year included: NovelTea, Cookies by Cross, Ahmani's Cookie Company and UMAMI Bermuda Spice Co.

Through this initiative, we highlighted the importance of supporting local enterprise and connected with the culture and creativity that enrich our community.

Cup Match

This annual two-day cricket event is a beloved holiday in Bermuda, that celebrates Emancipation Day and Mary Prince Day. In August, we embraced the excitement and camaraderie of Cup Match by organizing office-wide festivities, including cricket-themed activities and traditional Bermudian cuisine. Our employees came together to enjoy the sport, while celebrating the island's history.

Kitemaking

Kitemaking is a cherished Bermudian tradition, especially during the Easter season. Every March, we host kitemaking workshops where employees can learn the art of crafting beautiful Bermuda kites. These sessions are a great opportunity to engage in a creative and hands-on activity, celebrate cultural heritage, and enjoy quality time with colleagues.

PRIDE

We are proud supporters of the LGBTQ+ community and actively participate in Bermuda's PRIDE celebrations. KPMG is dedicated to promoting diversity, equity, and inclusion within our organization and the wider community. Our involvement in PRIDE includes participating in the PRIDE parade, hosting educational sessions, and fostering a supportive environment where all employees feel valued and respected for who they are.



PLANET



Ripples of change for a greener future



To reinforce the firm's commitment to sustainability, charity and the local community, the Green Committee organized their very first Thrift Tour. This unique initiative featured visits to various thrift and charity shops across the island, where participants actively contributed by donating gently used household items and clothing while exploring sustainable options for their own needs.

At KPMG we are dedicated to environmental sustainability and stewardship. We recognize our responsibility to minimize our ecological footprint and promote practices that protect Bermuda's natural resources. By integrating sustainable initiatives into our operations and collaborating with key environmental organizations, we aim to contribute positively to the health of our island and create a legacy for future generations.



Beach clean-ups with
Keep Bermuda Beautiful



Reducing
single-use plastics



Education campaign



Adopt a plant initiative



Earth Day events
with Greenrock

Island Voices at COP29

In November, Charlotte Reboul, our Senior Manager in Policy and Sustainability, attended COP29 in Baku, Azerbaijan. The annual United Nations climate change conference serves as a critical forum for global discussions on climate policy, negotiation, and action. In 2024, the pressure heightened, with a resounding sense of urgency around achieving progress in both climate mitigation and adaptation efforts.

Charlotte's participation at COP29 allowed us to be a part of impactful conversations, sit in on policy discussions and advocate for solutions that will make a difference. By engaging at a global level, we continue to ensure that island voices are heard and that our sustainability initiatives align with the pressing challenges of climate change.



“ COP29 was a powerful reminder that real climate action isn't just happening in the negotiation rooms, it's being driven by passionate, committed people on the ground. The urgency is clear, especially for Small Island Developing States (SIDS), and it's important we build on this momentum for a positive outcome. I am grateful for the opportunity to be a part of these critical conversations and to bring back insights that can help drive action in Bermuda.”

Charlotte Reboul
Senior Manager, Policy
& Sustainability Advisory |
Global Lead, Climate & Health



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PROSPERITY

Our Prosperity is emphasized in our goal of driving economic growth while ensuring that social equity and community well-being are prioritized. We strive to create an environment where responsible business practices lead to positive outcomes for all. By championing innovation and collaboration, we work towards a thriving environment that benefits both our organization and the communities we impact.

Make a Difference Day (MaDD)

On May 31, 2024, KPMG in Bermuda's MaDD brought together our dedicated staff for a day of impactful community service at Wind Reach – a fully accessible facility that empowers individuals of all abilities through inclusive and therapeutic programs. This year, our team focused on environmental clean-up and maintenance tasks to help enhance the facilities and outdoor spaces of this important local organization.

Our volunteers cleared pathways, removed sticks and rubble, chopped wood, and cut back overgrown branches. The hard work and collective effort of our team not only improved the safety and accessibility of Wind Reach's grounds but also showcased our commitment to supporting the community.

MaDD Day 2024 was a testament to the spirit of volunteerism and teamwork at KPMG in Bermuda. It provided an opportunity for our employees to connect with one another while making a tangible difference in our local environment. We are proud of the hard work and dedication demonstrated by our staff, and we look forward to continuing our tradition of community service and engagement.



Compassion that spreads joy

Teen Haven drive

Teen Haven is a remarkable organization dedicated to empowering young people, particularly girls, through education, counselling and life changing support. Inspired by their story and motivated to take action, we joined hands with the charity to bring comfort to those facing financial hardship during the holiday season.

Our staff selected a Teen Haven resident from a Wishlist provided, to buy gifts for individual needs, and donated items such as toiletries and household items for operational use.



Cancer conversations

On June 11, special guests Brian Madeiros, President and CEO of Coldwell Banker, and Chris Fosker, Medical Director and Radiation Oncologist of Bermuda Cancer and Health, gave an impactful and personal discussion about Brian's journey with cancer.

Brian shared his courageous battle with cancer, to KPMG in Bermuda employees, offering a unique perspective on the challenges, triumphs, and lessons he has learned along the way. His story both inspired and touched the hearts of all attendees, reminding us of the strength and resilience of cancer patients. Chris also provided insights into the vital work being done by Bermuda Cancer and Health in supporting individuals affected by cancer.

By promoting open conversations and education around this important topic, we aim to inspire our employees to support one another and make a difference beyond the workplace.

Relay for Life

KPMG participated in the annual Relay for Life, an inspiring event dedicated to raise awareness and funds to support cancer prevention, treatment and research in Bermuda.

Despite windy conditions, countless volunteers and walkers turned out for this year's Relay for Life, and we were proud to be part of the community event.

The KPMG tent was a huge success, drawing in lots of visitors and helping us raise an impressive **\$22,340** for Bermuda Cancer and Health and being the top fundraiser of the event. Thanks to the hard work and generosity of our team and supporters, our fundraising efforts made a meaningful contribution to the fight against cancer.

At KPMG in Bermuda, we believe in giving back to the community and supporting causes that touch the lives of so many on our island. Our participation in the Relay for Life is a testament to our commitment to making a positive difference and fostering a culture of care and solidarity.



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Support Public Schools (SPS) Spring Paper Drive

This year, KPMG participated in the SPS Spring Paper Drive by donating **\$1000** to help ensure that local public schools have an ample supply of paper.

This contribution supports students' ability to learn, create, and thrive in their educational environment without the worry of material shortages.

This initiative is all about easing the financial burden on schools, students and teachers, and we are proud to be investing in the success of Bermuda's future leaders. By supporting education, we reflect our commitment to giving back to our local community and driving meaningful, positive change.



Fueling aspiring minds



Investment Challenge

Launched in 2005, the KPMG Senior School Investment Challenge encourages financial literacy and investment knowledge among students in Bermuda. The competition invites high school students to form teams and manage simulated investment portfolios, providing them with a practical understanding of capital markets and market analysis.

Congratulations to **Cedarbridge Academy's Oreo Cookies** team for their outstanding victory in this year's challenge. Their innovative ideas, teamwork, and determination stood out among the many talented participants who took part in the program. All teams were celebrated in an awards ceremony that highlighted their hard work and achievements over the 6 months while Oreo Cookies was presented with a prize of \$10,000. We hope that this prize will support the students' continued growth and inspire further innovation as we build on the success of this program.



I have had the pleasure of being a mentor in the Investment Challenge for the past three years. Seeing students take part in the challenge with intrigue and enthusiasm has been a great learning experience for me, both personally and professionally. This initiative is beneficial to young Bermudians who want to learn more about investing, as financial literacy is rarely taught in schools. Whether students choose to pursue a career in finance or not, the exposure to market operations, and 'real investing' can teach valuable lessons such as the importance of long-term planning, financial independence and business management.

If I could go back in time, I would have participated in the challenge. I encourage all high school students to get involved next year, as it is an amazing opportunity to expand your skills and connect with others.



Kyran Simmons

Investment Challenge Lead Organizer



Being involved in KPMG'S 2024 student Work Shadow Program was an incredibly rewarding experience. Watching the students grow in confidence as they connected theory with practice reminded me of the importance of mentorship and hands-on learning. It was a privilege to create an environment where they could explore their passions and envision their future careers.



Jamila Godwin

Graduate Committee Member



Work Shadow Program

As part of our Lift Off Program, KPMG in Bermuda offers a two-day Work Shadow Program to allow students to explore the diverse career paths available within our Audit, Tax, Advisory, and Internal Business Services Departments.

In April, 8 students from the Berkeley Institute, Cedarbridge Academy and Mount Saint Agnes visited KPMG. Students were with mentors from various departments, who walked them through daily operations at the office.

At the end of the experience, students gathered for a reflection session, sharing their key takeaways and newfound interests. We were impressed with the level of enthusiasm expressed, with some identifying potential career paths that they had not previously considered.

The Work Shadow Program is designed to provide a comprehensive overview of our workplace culture, the variety of roles within the firm, and the skills necessary to succeed in each field.



Other charities we supported this year



Round the Grounds

This year's Round the Grounds Junior running race was another resounding success, bringing families together for a day of energy, excitement, and community spirit at the Botanical Gardens.

In March, we saw a great turnout with over 280 children aged 4 to 16 lacing up their sneakers to compete across nine races.

Beyond the races, the event offered something for everyone: delicious snacks, face painting, a bouncy castle, and plenty of activities for families to enjoy.

The continued growth of the Round the Grounds race highlights the event's importance in promoting fitness, friendly competition and community connection among Bermuda's youth.





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