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Head of Human Resources

Transparency Report 2018 Message from Head of Human Resources

KPMG's global vision is to be the Clear Choice. The Clear Choice for its people, its clients and the society at large. I want to focus on people.

During the past year we have intensified our recruitment efforts in the search for talent. We have strengthened relationships with top universities, participated in numerous career events, as well as organised our own and invested in internship programs in cooperation with leading universities and accountancy bodies. Our summer placement program continues to be our main recruitment tool, as it provides us and the successful candidates with the opportunity to identify whether they have the right skills and personality to meet the expectations of a demanding profession like ours.

Over 85 new graduates as well as over 80 experienced hires have joined us this year. Being true to our inclusion and diversity agenda, we are recruiting people from diverse backgrounds.

At KPMG we encourage constant improvement and development of individuals by nourishing and learning and feedback culture. We heavily invest in the learning and development of our people and partners. We have a formal annual training plan which covers technical and soft skills training and depends on the level and area of service of the individual. At the same time, informal learning is very important to us and we do that through coaching and on the job training. Our aim is to help our people maximise their full potential.

Our appraisal system forms the basis for reward and recognition and career advancement for our people.

Recruiting, developing and retaining people with the right mindset the right skills and expertise is vital for meeting our organisation's objectives. This is why our people's agenda is top priority for our leadership. We have taken significant actions in the past year and are committed to continue our efforts towards achieving our Vision of being the Clear Choice.