

KPMG LGBTQ+ Inclusion Statement

At KPMG, we believe that Inclusion, Diversity & Equity (IDE) underpins our Values and is vital to our Purpose — to Inspire Confidence and Empower Change. KPMG is committed to creating a safe and inclusive work environment that is free from harassment, intimidation, bullying, and discrimination. There is an expectation from our people, our clients and broader society that we have a robust IDE agenda — linked to the S in ESG, our KPMG Impact Plan and our Trust and Growth ambition.

We know that in doing so, we will attract diverse talent that is representative of the world we live in and create an environment where all perspectives are encouraged as we solve challenging issues and lead the way forward. To date, KPMG has taken significant steps to support inclusion for our LGBTQ+ people and communities.

This includes:



Leading the way as the first advisory firm to partner with Out Leadership, the global LGBTQ+ business network.



Establishing our [Global Pride employee network](#), supporting our LGBTQ+ people since 2016.



Becoming a signatory to the UN Human Rights Office Standards of Conduct for Business in 2017, tackling discrimination against Lesbian, Gay, Bi, Trans, and Intersex People.



Hosting an annual KPMG Global Pride Conference since 2020.



Co-sponsoring WorldPride in Copenhagen in 2021.

Today, to cement our position, KPMG makes this statement on LGBTQ+ inclusion:



We see diversity as a strength in our workplace. We all benefit when LGBTQ+ human rights are respected, and LGBTQ+ people can bring their authentic selves to work. KPMG is committed to supporting diversity of sexual orientation and gender identity.



To drive progress:



We will seek to appoint partner champions for each of our member firms, where possible, to support and help address the challenges faced by our LGBTQ+ people.



We will continue to provide resources within our Global IDE team to advance Global LGBTQ+ inclusion and work with our IDE Council and local pride networks to help dismantle barriers for LGBTQ+ people.



We will continue to host an annual Global Pride Conference to demonstrate the value of LGBTQ+ people and allies coming together as a community.



We will continue to increase awareness and acceptance of LGBTQ+ human rights internally, acknowledging our LGBTQ+ people for all that they are and contribute to our Global organisation.



We encourage all our people to become active allies. This may include considering what actions you can take in your member firm and [connecting with our Global Pride Network](#) for support.