



Our IMPACT Plan

KPMG in the Crown Dependencies

April 2023

A message from our Senior Partner



Living our Values
Integrity
Excellence
Courage
Together
For Better

I am proud to present the IMPACT plan of KPMG in the Crown Dependencies.

KPMG in the Crown Dependencies

As a responsible business aiming to grow sustainably, and one of the largest employers in the islands, we want to set an example of responsible and progressive people, community and environmental policies and practices. The impact we have in our local communities has been a core focus for many years. We have a long history and are proud of our reputation in our islands. Our community support, both financially and in donating time, continues to be core to our purpose. Our impact goes deeper than being a good citizen - KPMG alumni operate across a number of sectors as a direct result of our significant investment in professional training and personal development over the years. This plan sets out our ambition to enhance this impact over the coming years.

Our IMPACT Plan

We have undertaken an extensive and detailed review of all aspects of our business and developed a diverse and ambitious plan of activities across four pillars (Governance, People, Planet & Prosperity) to define the type of sustainable business we want to be going forward.

We believe that the implementation of this plan will take our activities across those four pillars to the next level, fully aligning to KPMG's Global IMPACT Plan, but also reflecting our commitment to and the unique challenges of a sustainable future in our island communities. We will embed this plan in our day to day activities and decision making so that it becomes business as usual.

Follow our progress

Our IMPACT journey so far has been a collective effort, with colleagues at all levels across the business engaged in reviewing our local impact, identifying opportunities and agreeing priorities. As we move into the implementation phase, we have dedicated teams of colleagues working across each of our pillars. We've matched colleagues to initiatives based on their areas of interest and where they believe they can make their biggest impact.

You can follow our progress at kpmg.com/cds

Neale Jehan,
Senior Partner – KPMG in the Crown Dependencies

KPMG in the Crown Dependencies IMPACT Commitments and Initiatives

Planet

Reducing our impact on the environment to build a more sustainable and resilient future.

-  KPMG has set a global commitment to become a net-zero carbon organisation by 2030. We are aiming to achieve the global commitment ahead of schedule
-  Completed assessment of carbon footprint for 2021 and 2022 and year on year comparison
-  Introduction of an enhanced reduction plan and exploring offset opportunities in order to reduce footprint
-  Colleague-led program of initiatives to promote environmentally conscious decision making
-  Working with our suppliers to help us achieve our commitments to our environment
-  A revised travel policy with the aim of making better decisions to support our commitment to the environment
-  Introduced "Blue Economy" initiatives taking into account our status as Island communities

People

Creating a caring, inclusive and values-led culture for our people.

-  All Inclusion, Diversity and Equity initiatives actively managed under one programme with the aim of achieving an inclusive culture built on trust, an educated empathetic workforce and be an advocate of equal opportunity
-  Curated learning opportunities to support a greater variety of career pathways and skill development
-  All managers trained in how to have wellbeing conversations. Enhanced package of wellbeing support for employees
-  New leadership development programme launched to support succession planning and improve representation of underrepresented groups in leadership positions
-  Enhanced programme of support available to working parents and those returning to work
-  An intelligent working policy following colleague feedback to empower employees to choose their working environment

Prosperity

Driving purposeful business practices and good corporate citizenship.

-  A refreshed community engagement programme and policies aligned to the needs of our communities and our global SDG commitments
-  Provide the highest and best use of our people on community engagement initiatives by offering up to 5 days volunteering time per year, utilising their extensive skills and providing further development opportunities
-  Support our people with their personal fundraising initiatives through company donations
-  A revised sponsorship and donation process designed to track and measure our impact
-  Greater support for local suppliers through procurement policy
-  Building alliances with relevant organisations to support and promote impact related activities

Governance

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

-  Centrally managed and co-ordinated project of impact related activities across planet, people and prosperity and governance
-  Creation of employee-led pillar groups tasked with driving forward the impact related activities for planet, people and prosperity
-  Establish a governance framework to achieve accountability and consistency on our commitments to Diversity, Equity and Inclusion including appointment of a Partner as Diversity, Equity & Inclusion lead
-  Creation of a stakeholder council, including employees, to engage stakeholders in shaping our Impact priorities
-  Appointment of a Partner responsible for delivery of the firm's Impact Plan and annual public reporting against progress



kpmg.com/cds

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