



Our Impact Data

Metrics, explanations & data



Introduction



Introduction

At the Davos World Economic Forum (WEF) in January 2021, KPMG International committed to share metrics on “people, planet, prosperity and governance” as part of the Stakeholder Capitalism Metrics initiative. This report shares these metrics for KPMG Ireland in 2021.

It, along with our Impact Report, discloses our data following the framework of the WEF Stakeholder Capitalism Metrics. Where we have not provided the data for a specific metric, we have included a reason for omission using the following categories:



Materiality (M): our assessment did not identify these as the most material metrics for our stakeholders and organisation. Capturing data for them is not a priority in this first reporting year.



Legal Considerations (L): these metrics relate to issues for which there are legal prohibitions or restrictions to data collection.



Data definitions and collection (D): we are developing a roadmap to improve the scope and relevance of our reporting of these metrics.





The reporting period for disclosures is 01/01/2021 to 31/12/2021, unless otherwise stated. A number of our metrics have been externally assured. For those that have not, we are developing a roadmap towards external assurance in future years.



Metrics & Explanations








People


	Core Metric	Disclosed in Our Impact Report	Disclosed in Our Impact Data
Dignity and equality	Diversity and inclusion (%) Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	9 & 10  Some elements not included for legal and other reasons	13
Dignity and equality	Pay equality (%) Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	9 & 10  Some elements not included for legal and other reasons	13
Dignity and equality	Wage level (%) Ratios of standard entry-level wage by gender compared to local minimum wage. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	9 & 10  Some elements not included for legal and other reasons	
Dignity and equality	Risk for incidents of child, forced or compulsory labour An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: - type of operation (such as manufacturing plant) and type of supplier - countries or geographic areas with operations and suppliers considered at risk.	 Not included – Materiality	

People

	Core Metric	Disclosed in Our Impact Report	Disclosed in Our Impact Data
Health and wellbeing	<p>Health and safety (%)</p> <p>The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.</p> <p>An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>	12	15
Skills for the future	<p>Training provided (#, \$)</p> <p>Average hours of training per person that the organisation's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).</p> <p>Average training and development expenditure per full-time employee (total cost of training provided to employees divided by the number of employees).</p>	13	14

	Core Metric	Disclosed in Our Impact Report	Disclosed in Our Impact Data
Climate change	<p>Greenhouse gas (GHG) emissions</p> <p>For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	16 & 18	16
Climate change	<p>Climate-related Financial Disclosures</p> <p>Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.</p>	16 & 18	16
Nature loss	<p>Land use and ecological sensitivity</p> <p>Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas.</p>	 <i>Not included - Materiality</i>	
Freshwater availability	<p>Water consumption and withdrawal</p> <p>Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.</p> <p>Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	 <i>Not included - Materiality</i>	

	Core Metric	Disclosed in Our Impact Report	Disclosed in Our Impact Data
Employment and wealth generation	<p>Absolute number and rate of employment</p> <p>Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.</p> <p>Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.</p>	25 	18 <i>Some elements not included for legal and other reasons</i>
Employment and wealth generation	<p>Economic contribution</p> <p>Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organisation's global operations, ideally split out by:</p> <ul style="list-style-type: none">- Revenues- Operating costs- Employee wages and benefits- Payments to providers of capital- Payments to government- Community investment <p>Financial assistance received from the government: total monetary value of financial assistance received by the organisation from any government during the reporting period.</p>	24 & 27 	17 & 19 <i>Some elements not included for legal and other reasons</i>
Employment and wealth generation	<p>Financial investment contribution</p> <p>Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.</p> <p>Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.</p>		<i>Not included – Materiality</i>

	Core Metric	Disclosed in Our Impact Report	Disclosed in Our Impact Data
Innovation in better products and services	Total R&D expenses (\$) Total costs related to research and development.	24	NA
Community and social vitality	Total tax paid The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	24	17
			<i>Some elements not included for legal and other reasons</i>

Governance

	Core Metric	Disclosed in Our Impact Report	Disclosed in Our Impact Data
Governing purpose	<p>Setting purpose</p> <p>The company’s stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.</p>	30	NA
Quality of governing body	<p>Governance body composition</p> <p>Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual’s other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.</p>	31	NA
Stakeholder engagement	<p>Material issues impacting stakeholders</p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.</p>	32	NA

Governance

	Core Metric	Disclosed in Our Impact Report	Disclosed in Our Impact Data
Ethical behaviour	<p>Anti-corruption</p> <p>Total percentage of governance body members, employees and business partners who have received training on the organisation’s anti-corruption policies and procedures, broken down by region.</p> <p>Total number and nature of incidents of corruption confirmed during the current year, but related to previous years. Total number and nature of incidents of corruption confirmed during the current year, related to this year. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.</p>	33	NA
Ethical behaviour	<p>Protected ethics advice and reporting mechanisms</p> <p>A description of internal and external mechanisms for:</p> <p>1 Seeking advice about ethical and lawful behaviour and organisational integrity.</p> <p>2 Reporting concerns about unethical or unlawful behaviour and organisational integrity.</p>	33	NA
Risk and opportunity oversight	<p>Integrating risk and opportunity into business process</p> <p>Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.</p>	32	NA



Some elements not included due to data availability

Our Data



People: Dignity & Equality

Age Profile of Our Workforce

AGE % BY LEVEL AT 31 DECEMBER 2021

55+

45-54

35-44

25-34

<25

ALL



PARTNER, DIRECTOR & MANAGER



BELOW MANAGER LEVEL



Pay:

7.9% -3.4%

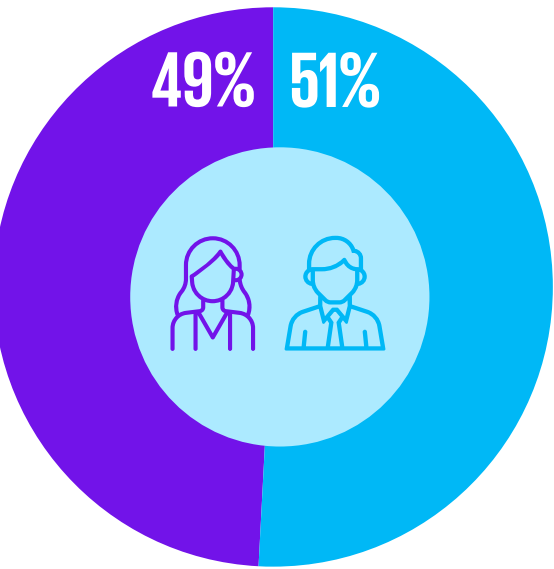
MEAN GAP MEDIAN GAP

Bonus:

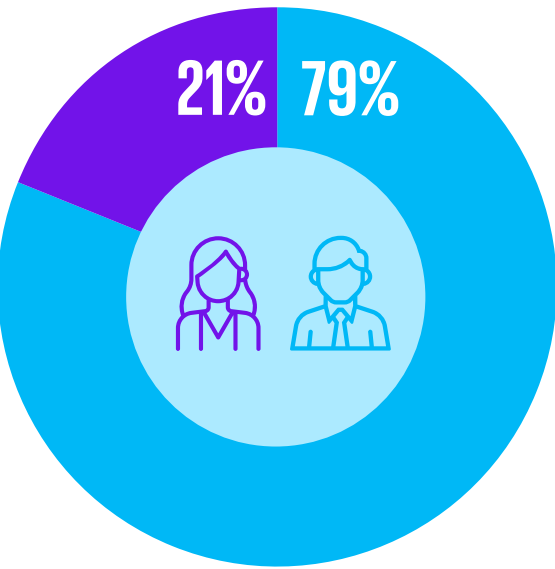
25.1% -93.4%

MEAN GAP MEDIAN GAP

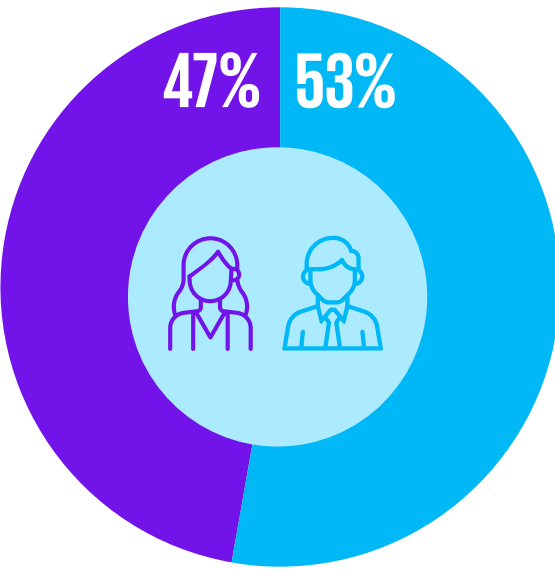
Gender Diversity Profile of Our Workforce



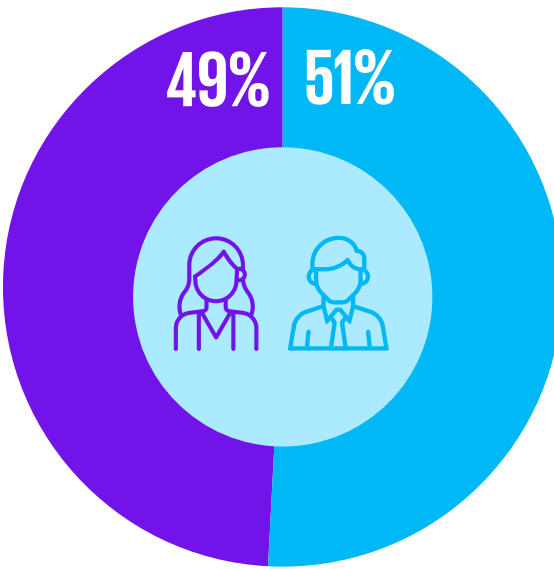
ALL



PARTNERS



PARTNER, DIRECTOR
& MANAGER



BELOW MANAGER
LEVEL

People: Skills for the Future

2021 Average Annual Training Provided	
Hours per person	101
Cost per person	€4,137

Level	2021 Average Annual Training Hours
Partner	35
Director	34
Associate Director	30
Manager	39
Senior Associate	32
Assistants/ Associates	145

People: Health & Safety

2021 Health & Safety Data Points	
Fatalities	0
High-consequence work-related injuries	0
Recordable work-related injuries	4
Main types of work-related injury	Numbers too low to trend
Number of hours worked	6,201,000

Planet: Climate Change

KPMG Ireland Greenhouse Gas Emissions Metric Tonnes of CO2 Equivalent (tCO2E)

Ireland	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Scope 1 emissions	1,299	863	742	941	793	954	826	811	784	864	691	642
Scope 2 emissions	3,139	2,788	2,185	2,270	2,274	2,436	2,337	1,937	1,580	1,339	1,106	1,026
Scope 1&2 emissions	4,438	3,651	2,927	3,211	3,067	3,390	3,163	2,748	2,364	2,203	1,797	1,668
Total emissions Scope 1&2 per FTE employee	2.58	2.05	1.70	1.85	1.68	1.84	1.58	1.31	1.05	0.72	0.58	0.52

Prosperity: Employment & Wealth Creation

2021	€M
Revenue	504
Payroll Taxes, VAT and Corporate Tax	162

Prosperity: Employment & Wealth Creation

2021 New Hires by Level & Gender

Level	Number of Hires	Female	Male
All	1,055	56%	44%
Partner, Director & Manager	177	37%	63%
Below Manager level	878	55%	45%

Attrition by Level & Gender (1 May 20 – 30 April 21)

Level	Attrition	Female	Male
All	13.8%	15.3%	17.6%
Director & Manager	12.9%	14.9%	19.0%
Below Manager level	16.2%	18.4%	18.9%

Prosperity: Community & Social Vitality

€(000's)	
Total community contributions	1,994
Cash contributions from KPMG employees	774
Employee fundraising	164
In-kind donations	1,056

No. of Hours	
Total volunteer hours	12,347
Skilled volunteer hours	11,692
Non-skilled volunteer hours	655



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