



# Our 2022 Impact Report

Ireland





# A message from our Managing Partner

**At KPMG, our people work hard every day to earn the trust placed in us by our clients and stakeholders and to honour the role our firm plays in society. We do this by truly living our purpose: to inspire confidence and empower change. Now more than ever, I firmly believe that our purpose gives us an opportunity and responsibility to help shape a more sustainable future. Here at KPMG Ireland we're keen to play our part – for our people, our clients, our communities and our planet.**

I'm delighted to share our third annual KPMG Ireland Impact Report demonstrating our dedication to maintaining transparency and accountability for the impact we make. We have set ourselves ESG ambitions to deliver for our people, clients, communities, and planet. And we're continuing to evolve, adapt and innovate as we develop tools and strategies that we can share with our clients. This means finding more sustainable ways of working and expecting the same from our suppliers; supporting our clients and stakeholders with their ESG commitments; making sure diversity and inclusivity is at the heart of everything we do, and continuing to invest in our communities.

There were lots of new challenges for society in 2022. The invasion of Ukraine in February created the biggest humanitarian crisis in Europe since World War II. Global economic growth slowed and people struggled with the increasing cost of living. Geopolitical, economic and environmental challenges weighed on individuals, institutions and communities around the world.

These recent events have further highlighted the importance of addressing the climate crisis and looking at alternative forms of energy. I'm proud to be part of a firm that is creating science-based transition plans so we can move to net zero in a fair and just way. Achieving this target won't only require internal changes, as a large element of our emissions are driven by external factors.

In 2022 we have been busy designing our brand new headquarters, which has given us the opportunity to take advantage of the latest innovation and technology. This will make sure that we have the best-in-class environmental credentials to keep playing a leading part in the climate change agenda.

To achieve our future growth and trust ambitions, and maintain our competitive edge, we must unlock the power and creativity of a diverse and inclusive workplace. That's why our work around inclusion, diversity and equity (IDE), and our commitment to attracting, retaining and advancing under-represented talent, are central to our ESG efforts. And we also know that senior accountability, driven by fully transparent metrics and reporting, are hugely important to driving change in this area. We know that women are currently under-represented in our partnership. As a result, we continue to work hard to identify actionable steps across the business that will help us deliver on our commitment to increase the number of female partners. In 2022 we set an ambition to achieve gender-balanced partner promotions from 2025. To make sure we have the pipeline to deliver on that ambition, we are focusing on retaining more female talent and supporting female career progression through targeted supports and leadership programmes.

The success of KPMG will always be linked to the quality of the services we provide to those that rely on us. In 2022 we have strengthened the consistency and robustness of our quality management system to comply with the new International Standard on Quality Management (ISQM 1). We believe consistent execution and adherence to these requirements, and the intent of the professional standards behind them, will help drive higher quality across our organisation for clients, large and small – no matter where they do business.

Throughout this report, you will find details about the progress we are making across our ESG commitments.



**Seamus Hand**  
Managing Partner, KPMG Ireland

**“To achieve our future growth and trust ambitions, we must unlock the power of our people — developing the best and most diverse talent for our clients and our stakeholders.”**

**Seamus Hand**  
Managing Partner





# What we do

**KPMG Ireland is part of a global organisation of independent professional services firms that, together, span 143 countries and territories and employ around 265,000 people.**

KPMG in Ireland is a provider of professional services, offering a range of Audit, Tax, Deal Advisory and Consulting services to a broad range of domestic and international clients across all sectors of business and the economy. We operate on an all-Ireland basis and had 118 partners and 4,208 people at 31 December 2022. We have six offices located across Ireland in Dublin, Belfast, Cork and Galway. Full details of all the services we offer can be found on our website: [www.kpmg.ie](http://www.kpmg.ie).

Our ambition is to remain number one in our market. We will achieve this through a reputation for quality and excellence in everything we do and by making a real difference to all of our stakeholders. Our ambition is driven by our Purpose, guided by our Values and promotes a culture we are proud of.



EMPLOYEES



PARTNERS



OFFICES IN IRELAND





# What really matters to us

The principles, policies, training and processes that keep us as one of the most trusted firms in the market.

**Global Inputs:**

As a member firm of KPMG International, we respond to the topics and actions identified in its Global Impact Plan. These form part of our strategic priorities.

**Aligning to Our Operating Environment:**

We regularly identify and review risks associated with our domestic strategic priorities. These risks are diverse and include ESG, talent, technology and innovation and information protection.

**Our Key Stakeholders:**

We have undertaken our own "materiality assessment". This involved gathering inputs from a range of our key internal and external stakeholders, using a combination of formal and informal initiatives outlined below:

**Employees** – Each year our employees complete a Global People Survey. We also engage our employees on an ongoing basis through various programmes and events - gathering inputs and views on key matters affecting their wellbeing and performance.

**Senior Leadership** – Our senior leadership has reviewed the outcomes from our strategic risk assessment process and its consideration of ESG-related risks.

**Clients** – We regularly ask our diverse client base for feedback through discussions and surveys.

**Peers** – We have conducted a review of the topics raised by our international KPMG member firms, including KPMG International's Impact Plan.

**Regulators & Professional Bodies** – We have considered the ongoing and emerging developments in the ESG regulatory space, including topics that impact professional services firms.

As a result of the materiality assessment, we identified 10 topics which represent significant issues for our stakeholders and our business in 2022. In this report, we have organised the analysis of these 10 topics into four categories:

Category	Topics	Location
 <b>Governance</b>	- Ethical behaviour - Risk and opportunity oversight - Ongoing focus on audit quality	<b>p7 to p12</b>
 <b>People</b>	- Skills for the future - Innovation in better products and services - Inclusion, diversity and equity - Health and wellbeing	<b>p13 to p24</b>
 <b>Planet</b>	- Climate change	<b>p25 to p30</b>
 <b>Prosperity</b>	- Enabling client impact - Public policy and advocacy	<b>p31 to p38</b>



# Our approach

The categories highlighted by our materiality assessment align with the framework set out by the World Economic Forum (WEF): Governance, People, Planet and Prosperity.

We have then looked at each category across our areas of impact: our people, our clients and our communities. We will use these categories to outline our ESG impact in this report.

**“It’s great to work for a firm that recognises the importance of its ESG responsibilities. Defining what truly matters to us shows that we are really holding ourselves accountable.”**

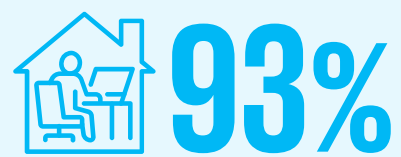
**Gunarani Ganasagaran**  
Sustainable Futures





# Our progress at a glance

## People



OF OUR PEOPLE BELIEVE THAT THEY HAVE A BETTER WORK-LIFE BALANCE AS A RESULT OF THE FIRM TRANSITIONING TO A HYBRID WORKING MODEL



THE PERCENTAGE OF FEMALE PARTNER PROMOTIONS WE AIM TO ACHIEVE FROM 2025



INVESTED IN TRAINING OUR PEOPLE IN 2022



GRADUATE TRAINING & DEVELOPMENT PROGRAMME 2022

## Planet



REDUCTION IN EMISSIONS PER FTE SINCE 2019



RENEWABLE ELECTRICITY COVERAGE ACROSS ALL OUR OFFICES



HELD OUR FIRST WEEK-LONG EMPLOYEE ESG FESTIVAL

## Governance



NEW CONTROLS DESIGNED FOR ROLL-OUT UNDER ISQM 1



OF OUR PEOPLE BELIEVE THE CULTURE AND TONE SET BY LEADERSHIP PROMOTE THE IMPORTANCE OF AUDIT QUALITY

## Prosperity



NEW HIRES



PAID IN PAYROLL, VAT AND CORPORATE TAXES



REVENUE GROWTH IN 2022



VOLUNTEER HOURS LOGGED (+6,000 ON 2021)



RAISED FROM CASH DONATIONS, EMPLOYEE FUNDRAISING AND IN-KIND DONATIONS



BOARDMATCH VOLUNTEERS



# Governance

Following our values to do the right thing,  
the right way, always.

## Our Commitments

- Act lawfully, ethically and in the public interest
- Work against corruption in all its forms, including extortion and bribery

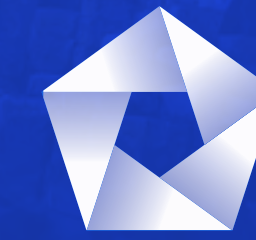


# Our purpose, ambition and values

We do what matters, but why and how we do it – our Purpose – is just as important. For over 150 years, we've **inspired confidence** by building trust, while **empowering change** to shape a better future. Our Purpose is rooted in that history and built on our role to protect the public interest.

It is our ambition to retain our number one position in the Irish market with our people, our clients and our communities. We will achieve this through a reputation for quality and excellence in everything we do and by making a real difference to all of our stakeholders. Our ambition is driven by our Purpose, guided by our Values and promotes a culture we are proud of.

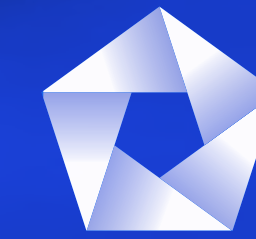
Ethics and integrity are the pillars that keep us as one of the most trusted firms in the market with our clients, people, partners, regulatory bodies and the communities in which we operate. Supported by a robust set of principles, policies and processes, this culture of integrity permeates the entire KPMG network. In doing so, it converts our values into ethical actions and behaviours on a day-to-day basis, from our leadership to our teams. This involves communicating transparently, practising zero tolerance towards corruption and bribery, choosing clients that share our principles and protecting our independence.



**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*



# How we govern our business

**The governance of KPMG Ireland defines the role of our partnership and the supporting committees.** We rely on clear terms of reference for the internal and external advisory groups we've put in place to support and advise us as we put our strategy into action.

## Executive Leadership Team (ELT)

The ELT is the firm's key executive management team. It is responsible for developing and implementing the business plan, as part of the overall strategy approved by the Policy Committee. It deals with operational matters affecting the firm, including managing and monitoring and financial performance, quality and risk, budgets, new business proposals, innovation, marketing, technology development, recruitment, retention and remuneration. The ELT meets regularly. In 2022, 15% of the ELT were women and 85% were men. Functional Executive Teams in Audit, Tax, Consulting and Deal Advisory lead and monitor their respective functions in consultation with the ELT. 50% of our Heads of Functions are female.

## Partnership

In Ireland, KPMG operates as a number of partnerships, formed under the Partnership Act 1890. These are governed by a formal Partnership Deed, where each partner has one vote. At 31/12/2022, there were 118 partners in KPMG Ireland. The makeup of the partnership was 21% women and 79% men.

## Managing Partner

The Managing Partner acts as the chief executive of KPMG Ireland and manages the firm in accordance with its policies. Executive authority over all partners is vested in the Managing Partner and extends to all areas of the firm, in accordance with the terms of the Partnership Deed.

## Policy Committee

The Policy Committee is responsible for ensuring that the firm is run in the interests of its partners and employees as a whole. It approves the strategy of the firm, oversees its implementation by the ELT, considers quality, risk and reputational matters, recommends partner candidates and considers the firm's overall financial performance. The Committee has 10 members including the Managing Partner (ex-officio Chair). Other members are elected by the partnership. Many Policy Committee members are involved in senior roles with not-for-profit organisations in areas such as education, inclusion and diversity. In 2022, 30% of the Policy Committee were women and 70% were men.

## Public Interest Committee (PIC)

The PIC comprises three externally appointed members along with the Managing Partner and the Risk Management Partner. It is supported by a partner who acts as Secretary to the Committee. The PIC exercises its duty of care through the oversight of matters of public interest, with an emphasis on risk and quality. Its mandate specifically relates to Public Interest Entities. But, in practice, it has extended to include high-profile assignments of public interest, general reputational issues and consideration of the evolving regulatory debate regarding auditing and the audit profession. In 2022, the makeup of the PIC was 20% female and 80% male.



# Setting the highest standard of ethical conduct

**The principles, policies, training and processes that keep us one of the most trusted firms in the market.**

## Our Code of Conduct

Our Code of Conduct outlines the responsibilities all KPMG employees and partners have to each other, our clients and the public. It shows how our Purpose and Values inspire our greatest ambitions and guide all our behaviours and actions. It also defines our individual and collective responsibilities, as well as what it means to be part of KPMG.

All our employees are required to confirm their understanding of, and compliance with, the Code of Conduct on joining KPMG and annually after that. To do this, they complete Acting With Integrity training, which includes Code of Conduct training and anti-bribery and corruption training. Our Code of Conduct and policies and procedures set out a clear process for anyone seeking advice or wanting to report illegal or unethical behaviour, and we openly encourage a culture of speaking up without any fear of reprisal.

We monitor our people's completion of this training, as well as training on bribery and compliance with laws, regulations and professional standards. Any contractors providing services to the firm also undertake applicable training. KPMG is required to assess its bribery and corruption environment annually and establish and maintain processes to monitor these risks.

We are also bound by the International Code of Ethics for professional accountants.



## Integrating risks into business processes

### **Associating with the right clients and engagements**

Before accepting or continuing a client relationship or performing a specific engagement, KPMG firms are required to identify and evaluate any potential risks that might arise from an existing or potential opportunity. Where our policies and processes find significant risks, additional approvals are needed. You can read more in our [Transparency Report](#).

### **Addressing modern slavery risks**

At KPMG Ireland, we pride ourselves on being a responsible business committed to acting with integrity for our clients, our people, our suppliers and the wider community. As a sign of our commitment to respecting human rights, we have signed up to a human rights statement issued by KPMG International. This statement is consistent with the UN's Guiding Principles on Business and Human Rights.



# Our system of quality management

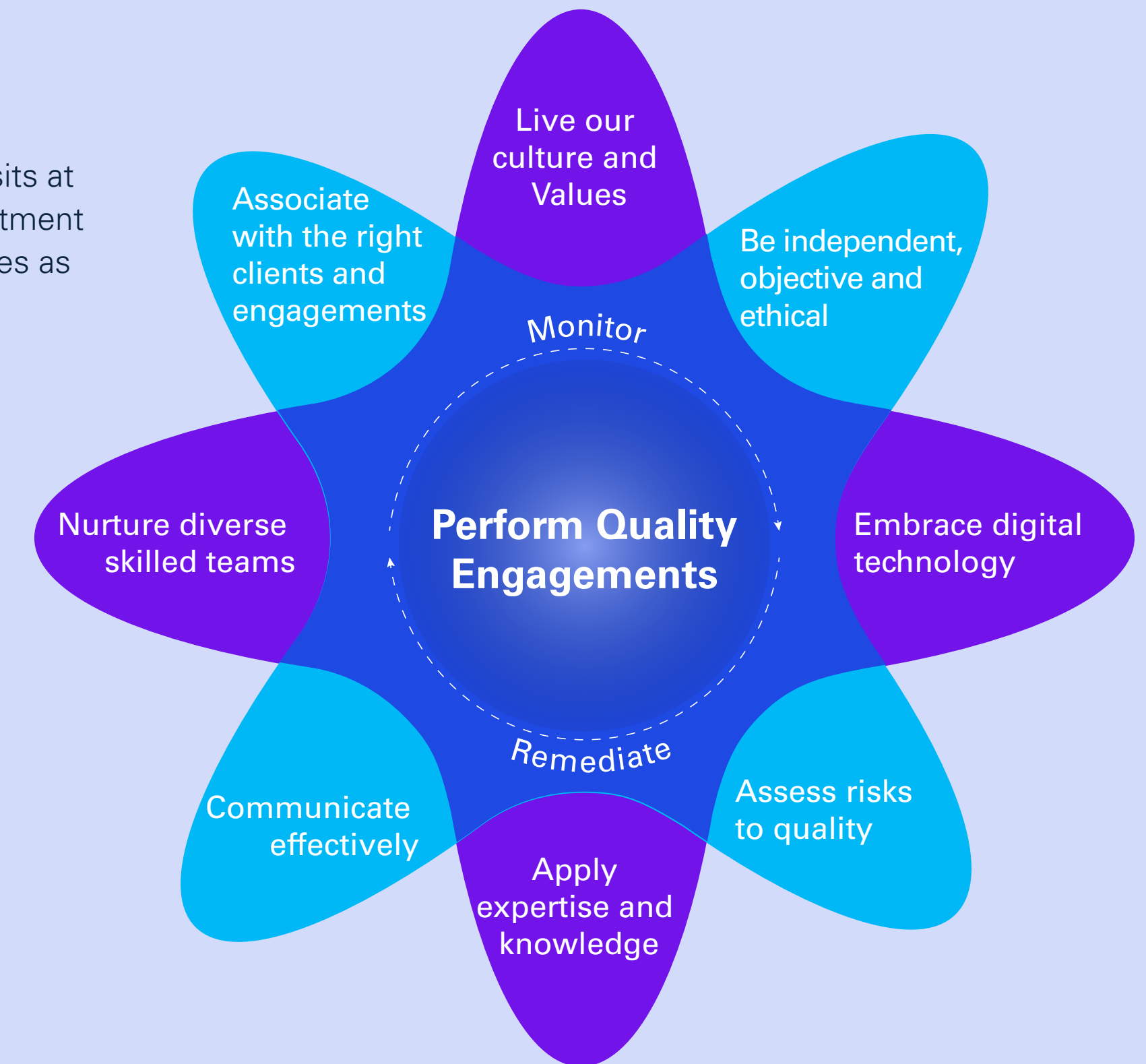
At KPMG, we believe audit quality is fundamental to maintaining public trust in the capital markets, and we are constantly working to improve it. So, when the new International System on Quality Management Standard 1 (ISQM 1) came into force on 15 December 2022, we were ready.

The ISQM 1 is issued by the International Auditing and Assurance Standards Board (IAASB) and adopted at a local level by the Irish Auditing & Accounting Supervisory Authority (IAASA).

To prepare for it, KPMG International has developed a new Global Quality Framework. This sets out a robust, globally consistent approach for delivering audit quality at KPMG, and how all our people are accountable. For each component in the standard, there are minimum required quality objectives, quality risks and responses for all KPMG firms. There's also a process for evaluating additional objectives, risks and responses specific to each firm, along with requirements for testing and evaluating its system of quality management. Guidance, tools and templates are available to help member firms implement ISQM 1 in a consistent way. You can read more in our [Transparency Report](#).

## Global Quality Framework

The principle of “Perform quality engagements” sits at the core of our framework, along with our commitment to continually monitor and remediate our processes as necessary.



**“We work hard to ensure compliance with Our System of Quality Management. This framework guides our decisions and makes sure quality is always a top priority.”**

**Sheila O'Donovan**  
Risk Management



# Identifying and monitoring material risks for KPMG and our clients

At KPMG Ireland, the Executive Team and Policy Committee are jointly responsible for identifying, assessing and mitigating significant risks to our firm and its stakeholders. That includes risks that could threaten our ability to achieve our strategic objectives. The Executive Leadership Team uses our Enterprise Risk Management (ERM) framework to identify appropriate mitigating actions for material risks, as well as for emerging risks and issues.

## Key Areas of Increasing Risk



### Macro-economic Environment

Organisations need to stay on top of changes resulting from geopolitical events or economic volatility. We support our clients to better anticipate, evaluate and adapt to the macro-economic trends affecting their businesses.



### Environmental, Social and Governance (ESG)

Stakeholders expect increasingly ambitious, rigorous responses to climate change, health and wellbeing, inequality and other ESG issues. In 2020, we launched KPMG Sustainable Futures, which brings together our global capabilities to help our clients address these issues.



### Talent Attraction, Development and Retention

By fostering an environment that values continuous learning and development, we provide our people with tools to help them succeed and make their mark. We are focused on upskilling our talent with leading technologies and future-proof skills.



### Information Protection

Our clients and stakeholders entrust us with sensitive information, and we're committed to observing all relevant regulations, and investing in leading systems, to keep it safe and secure. We have policies, processes and controls on information security, personal information and data privacy. We also provide annual training on confidentiality, information protection and data privacy requirements to all of our people.



# People

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

## Our Commitments

- Have an inclusive culture that values diversity
- Foster an educated, empathetic workforce
- Advocate for equal opportunity
- Protect the health of our people, both physically and mentally, and enable them to be effective and productive
- Develop a continuous learning culture





# Who we are

**At KPMG, we know that our real competitive advantage is our people.**

That's why we focus our energy on finding the right people for our culture and putting them in environments in which they can thrive. Because in the end, our organisation is nothing more than the collective capacity of our people.

**“Our people are the drivers of our success and we love to see them challenge us when it comes to our ESG responsibilities. We want them to be proud to work for a firm where ESG is at the forefront of everything we do.”**

**Colm Gorman**  
Head of People



**We continuously check in with our people to see how they think we are doing. This is what they told us in our 2022 People Survey:**

## Career Growth

**87%**

believe they have learning opportunities that will help them to succeed in the future

## Quality and Risk

**90%**

believe the culture and tone set by leadership promotes the importance of audit quality

## ESG

**82%**

believe that we are actively engaged in, and have a clear strategy to, deliver on our ESG ambition

## Future of Work

**93%**

believe that they have a better work-life balance as a result of the firm transitioning to a hybrid working model



# Our KPMG

Culture at KPMG is something we all own. It powers our Purpose, drives delivery of our strategy and helps make KPMG a place where people can thrive. “Our KPMG”, the employee experience aspect of our culture, brings to life what’s special, compelling and different about working with us. It also sets out the commitments our people make together so we can deliver on our ambition in the right way.

**“Our people-centric culture is our competitive advantage – it helps us to attract the best talent in the marketplace, deliver client work that really matters, and make a difference to society at large.”**

**Janis Heather**  
Head of Culture & Change

## 5 themes fit under **Our KPMG**

- 

**Do work that matters**
- 

**Come as you are**
- 

**Thrive with us**
- 

**Make your mark**
- 

**Learn for a lifetime**





# Do work that matters

Every day our people make a meaningful and positive difference for our clients and our communities. Here are just some of the ways in which we have supported our clients in 2022.

**“We are proud to see our clients reaching significant milestones. Supporting them on their journey to have a positive impact in their communities, with their clients and, in turn, on Irish business is hugely rewarding.”**

**Olivia Lynch**  
CIM Tax



## Eir – One Million Fibre Connections

Eir recently celebrated the significant milestone of connecting one million Irish homes and businesses to fibre broadband. This achievement formed part of the company’s commitment to roll out its Gigabit Broadband network to 1.9 million locations, or 84% of homes and businesses, in Ireland by the end of 2026. KPMG played a key role in helping Eir to establish the structure needed to achieve this significant milestone.



## ESG Strategy Advisory

KPMG Ireland has invested in building the largest and most experienced ESG advisory practice in Ireland, designed to help our clients navigate the fast-evolving ESG, climate and sustainability agenda. During 2022 we have supported a broad range of clients across Ireland and internationally to decarbonise their businesses, respond to emerging corporate sustainability reporting requirements and identify the risks and opportunities this agenda is creating.



## Local Government Climate Advisory

The effects of climate change will be felt in different ways across Ireland. During 2022, KPMG has supported 19 local authorities in starting their own climate action plans. This has included assessing the carbon emissions profile in their regions, identifying the risks and opportunities climate change will bring to their local communities and establishing the mitigations and adaptations they can action in response.



# Come as you are

Building teams with diverse views that represent the world we live in plays a key role in unlocking the full potential of our firm. That's why we aim to create an environment in which all our people can bring their best, most authentic selves to work.

We know that we have more to do. As a sign of our commitment to making the long-lasting changes needed, we established our Inclusion, Diversity and Equity (IDE) Steering Group in 2021. This focuses on our five IDE pillars, each with its own committee: gender, LGBTQ+, ethnicity, disability and socio-economic.

The partners on the Steering Group continue to work with those committees to review, evaluate and drive change within the firm.



**“IDE is an important priority for us to make sure we attract and retain the best people and create the right environment for everyone to achieve their potential. Our firm’s leaders are committed to IDE and the meaningful progress to date and our plans for the future demonstrate this commitment.”**

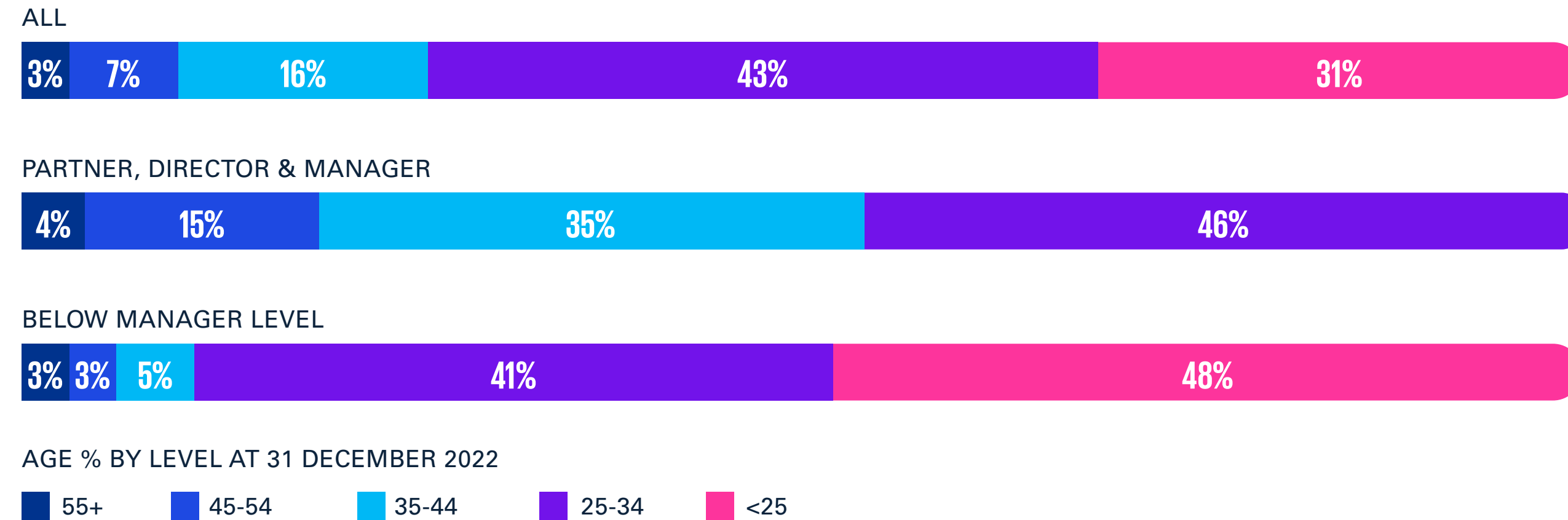


**Eamon Dillon**  
CHEC Audit



# Come as you are

## Age Profile of Our Workforce



### Gender Pay Gap

#### Mean - Pay & Bonus

**6.9%**  
PAY GAP

**13.9%**  
BONUS GAP

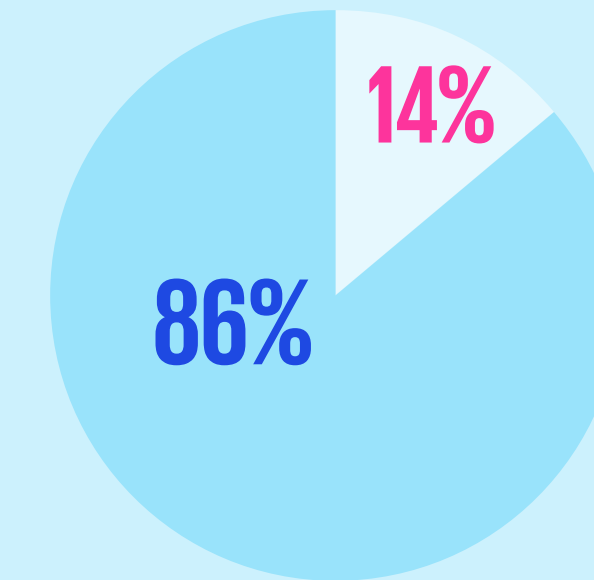
### The Mean Pay Gap

The mean gender pay gap is the difference between women’s mean hourly pay and men’s mean hourly pay. The mean hourly pay is the average hourly pay, including bonus, across the entire organisation.

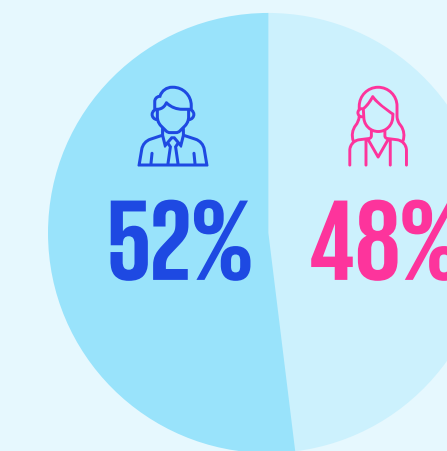
Our gap is driven by the fact that we have more men in the most senior grades and with longer tenure than women. It is also the result of certain areas of the business having historically been male-dominated. We are focused on reducing this gap, and you will see on the next page how we plan to do this.

## Ethnicity

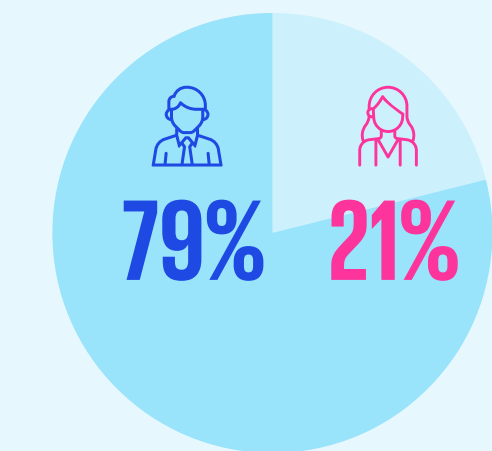
IRELAND/UK  
OTHER



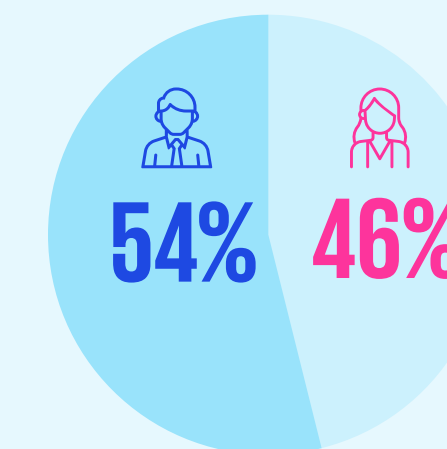
## Gender Diversity Profile of Our Workforce



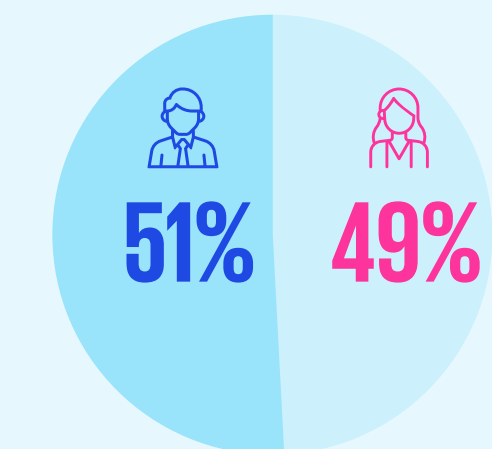
All



Partners



Partner, Director & Manager



Below Manager Level



# Gender action plan

At KPMG, we believe that making sure women thrive in the workplace is key to our success, now and in the future.

That's why we have set an ambition for all our partner promotions to be gender-balanced from 2025. We have developed a Gender Action Plan to help us get there.

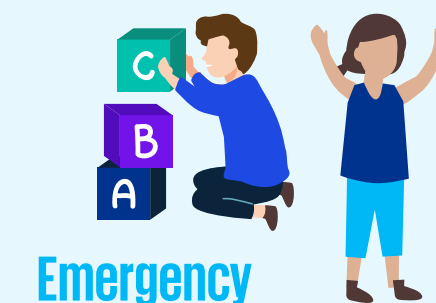
The plan includes a suite of new lifecycle supports around fertility, surrogacy, menopause and more. It also includes emergency childcare, and a paid ramp-up initiative for women returning from maternity leave, as well as other initiatives.

Follow this [link](#) to learn more.

## New Initiatives to Help Balance Work and Family Life

### A Ramp-up initiative

1 paid day off for first 8 weeks after maternity leave

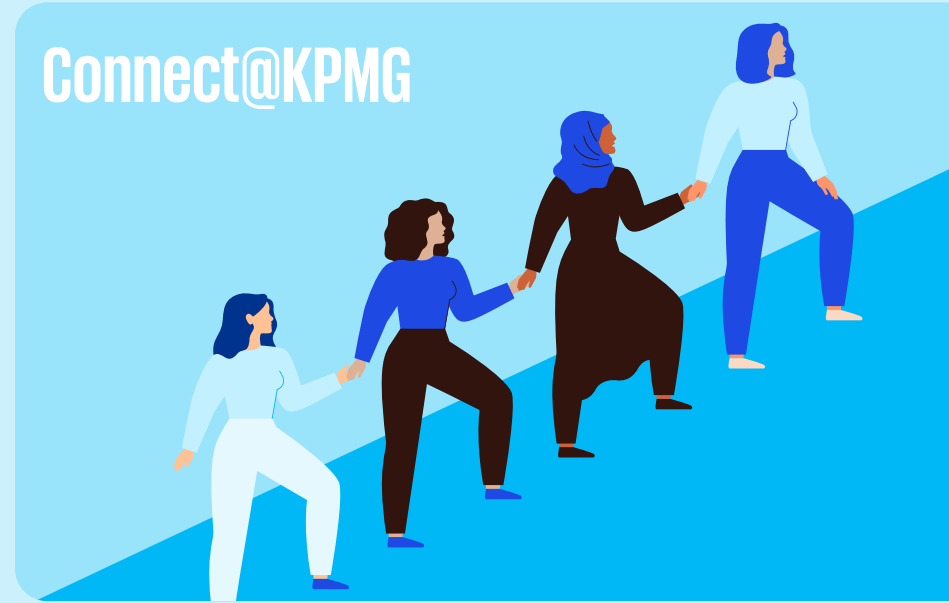


### Emergency Childcare Cover

Providing 3 days of back-up cover

## Gender Action Plan

### Connect@KPMG



### Enhanced leadership and training programmes



### Focus on greater accountability at senior levels of the firm



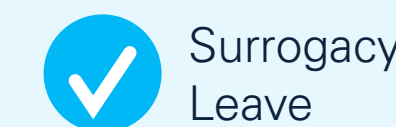
### New training for all partners to help them lead inclusively



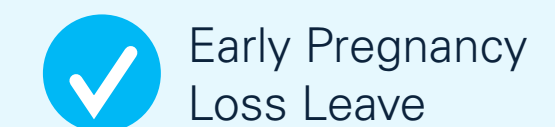
## New Leave Policies to Support Our People at All Stages of Their Lives



Fertility Leave



Surrogacy Leave



Early Pregnancy Loss Leave



Fostering Leave



Domestic Abuse Leave



Carer's Support Leave

**“Contributing to the development of the KPMG Gender Action Plan through my involvement in the Gender Committee has been very rewarding. I’m proud of KPMG’s commitment to take real action to make sure that women thrive in our workplace.”**

**Elma Teahan**  
Audit





### LGBTQ+

In 2022 we hosted a celebration event for Pride with our colleagues, family and friends. Over 400 people attended.

We host a number of external speakers throughout the year. In 2022 Panti Bliss, a drag queen and gay rights activist from County Mayo, joined us to share their perspective on building an inclusive society and the role we all must play.

**“Our annual Pride celebrations continue to show me KPMG’s public commitment to its LGBTQ+ community and the importance that’s placed on making people feel comfortable about bringing their whole selves to work.”**

**Alex McQueen**  
Audit



### Ethnicity

In 2022 we established a new Ethnicity Committee after facilitating a number of focus groups made up of international employees to learn about their experiences at KPMG.

Our Ethnicity Committee hosted KPMG Ireland’s first Multicultural Week. This celebrated the diversity of all our people, who come from 65 different countries around the world.

We also hosted an “Around the World” party for over 600 colleagues with ethnically diverse food, drinks and music from across the globe. Many of our colleagues wore their national dress.

**“From the start, we had KPMG’s full support, showing the firm’s commitment to amplifying the voices of minority ethnic groups that make up the workforce. It was an honour to come together and celebrate the variety of cultures that exist and reinforce IDE within KPMG.”**

**Kim Au**  
Consulting





# Thrive with us

At KPMG, we believe that attracting and retaining the best talent is all about creating a work environment in which our people can thrive. We want to support our employees in achieving a positive work and life balance. That's why the four pillars of our Wellbeing Programme are mental health, physical health, nutrition and financial wellbeing.

## Our Wellbeing Programme

### Mental Health

- Social anxiety supports
- Mental health training
- Annual Wellbeing Fair

### Physical Health

- Remote gym
- Women's health
- Men's health
- The importance of sleep seminar

### Nutrition

- Nutrition series
- Healthy eating demos
- Healthy eating options in employee restaurants

### Financial Wellbeing

- Budgeting seminars
- Financial wellness platform
- Employee Assistance Programme (EAP)

## Our Benefits Programme

-  Competitive Salaries
-  Flexible Benefits Allowance
-  Pension Scheme for those over age 30
-  Flexible Benefits Platform
-  Employee Discount Scheme
-  Early Leaving Fridays before Bank Holidays
-  Flexible Working Arrangements
-  Wide Range of Family Leave Policies
-  Generous Death in Service and Long-term Disability Benefits





# Make your mark

KPMG Ireland is proud to invest in a wide range of sponsorships showcasing the firm's commitment to developing and advancing women's sport in Ireland.

**"I'm delighted to be part of Team KPMG. KPMG has always been so supportive to me, my game and women in sport. The KPMG Women's Irish Open returning in 2022 created a wonderful platform to inspire more young girls to try golf. I look forward to continuing to work with them and aspire to grow the women's game with them as much as I can."**

**Leona Maguire**  
Golfer & KPMG  
Ambassador



## Championing Women in Sport

KPMG strives to create parity between men's and women's sport in Ireland. We have previously supported the 20x20 campaign and its ongoing sponsorship of Irish golfer Leona Maguire; Irish jockey Rachael Blackmore; and the Dublin Ladies Gaelic football team. And in 2022, we became the title sponsor of the KPMG Women's Irish Open for following three years.

## Supporting Young Irish Talent

In addition to its other golf sponsorships, KPMG sponsors the Irish Kids Golf Tour, which forms part of the firm's grassroots-to-high-performance investment in Irish golf. The tour, which is open to girls and boys aged from six to 13, runs from June until August each year and features some of the best young golfers in Ireland. In 2021, KPMG renewed its sponsorship of the Irish Kids Golf Tour for another three years, helping to develop the next generation of Irish golfers.



# Make your mark

Established in 2021, our NextGen Council brings together people from a range of levels and backgrounds across the firm to influence and shape our ESG strategy.

## 2022 has been a busy year



### Regular NextGen Meetings

Over 20 NextGen Council and sub-committee meetings held since November covering a broad range of ESG topics



### Sustainability Initiatives

Collaborated with KPMG Ireland's Sustainability team to identify areas to make a bigger impact



### Launched a Targeted ESG Communications Campaign

Shared insights and takeaways via a COP26 daily summary and a weekly newsletter with the latest ESG news and developments



### ESG NextGen Team Channel Launch

Firm-wide communications channel launched to share ESG content and to promote dialogue across the organisation



### ESG Connect Series

A number of interactive sessions held with internal and external ESG experts



### ESG NextGen Function Townhalls

NextGen hosted function-specific engagement events



### Biodiversity Working Group

Working group established with ESG NextGen participation looking at national biodiversity initiatives



### Recycling Week – WEEE and Enable Ireland

Hosted drive for WEEE and gently-used clothes/homewares in collaboration with WEEE Ireland and Enable Ireland



### Earth Day

Firm-wide communications encouraging people to switch off for an hour in solidarity to reduce our individual impact on the planet



# Learn for a lifetime

## We invest heavily in learning and development across all levels of the firm.

In 2022 we invested over €18.5 million in our training programme, including internal and external costs. The average amount invested per person was €4,509.

Participants need to engage and interact with training for it to be effective. That's why we continue to evolve our training to take advantage of the latest developments in technology.

Along with our technical and digital training skills, we focus on IDE training for new graduates and at every career milestone as people progress through the firm. For our Directors and senior appointments we focus specifically on experiential learning. In 2022 we ran training at 12 centres to support these career transitions across the firm.

## Our Learning and Development Programme

We use the 70:20:10 approach. That means 70% of learning comes from stretch projects, 20% from interacting with others through coaching and mentoring interventions and 10% from formal and structured learning events.

We support our technical training needs through tailored programmes across each area of specialism in the firm. These are delivered in a variety of formats to meet the audience's needs.

## 2022 Highlights



### Leadership

Leadership and people management training for everyone involved in leading people and developing teams



### Milestones

Milestone events to support transitions to another role and promotions to the next level



### 360-degree Feedback

Director Development Centre and Assessment Centres including 360-degree feedback and personality profiling



### Executive Coaching

Executive coaching to help people progress to more senior grades



### Coaching

A panel of internal qualified coaches is available to support individual development requirements for all staff



### External Qualifications

Best-in-class professional exam support programme to build confidence among our young professionals and drive knowledge-sharing across the firm



### Bespoke Programmes

Bespoke programmes in Project Management, Innovation, Working Parents and Personal Impact are available across the firm



### Mentoring

High-potential programmes including mentoring, coaching and executive education



### Internships

Over 800 people attended our bespoke Transition Year, Summer Intern and Work Placement programmes



# Planet

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

## Our Commitments

- Achieve net-zero carbon emissions by 2030
- Provide financial markets, clients and our leaders with clear, comprehensive, high-quality information on the impacts of climate change
- Understand and improve our impact on nature and biodiversity



# Reducing our greenhouse gas emissions

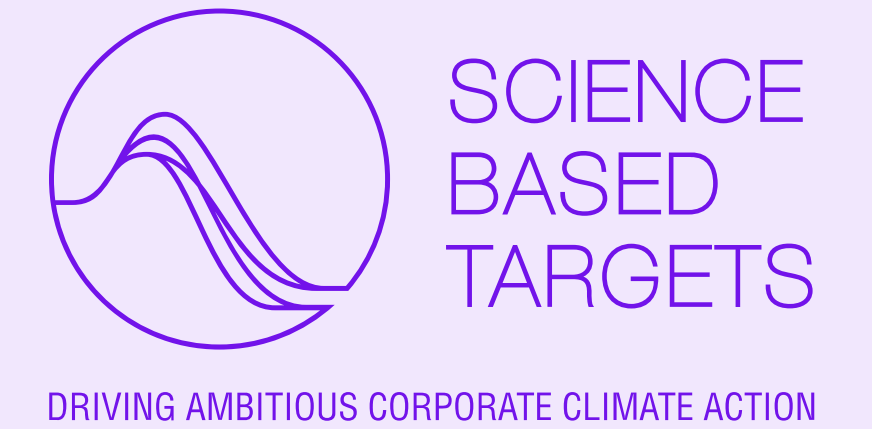
At KPMG Ireland, we want to build a more sustainable and resilient future for all. That's why we are committed to minimising negative impacts on the environment through our operations, services, supply chain and the influence we have with our clients.

We're making good progress, but there is more to do. Our Sustainability Action Plan provides a roadmap for achieving our goal of becoming a net-zero carbon organisation by 2030, as validated by the Science Based Targets initiative (SBTi). In our 2021 Impact Report we shared our positive progress in reducing our scope 1 and scope 2 emissions. In 2022 we've been looking in more detail at our scope 3 emissions and how we can bring about a meaningful change in this area over the coming years.

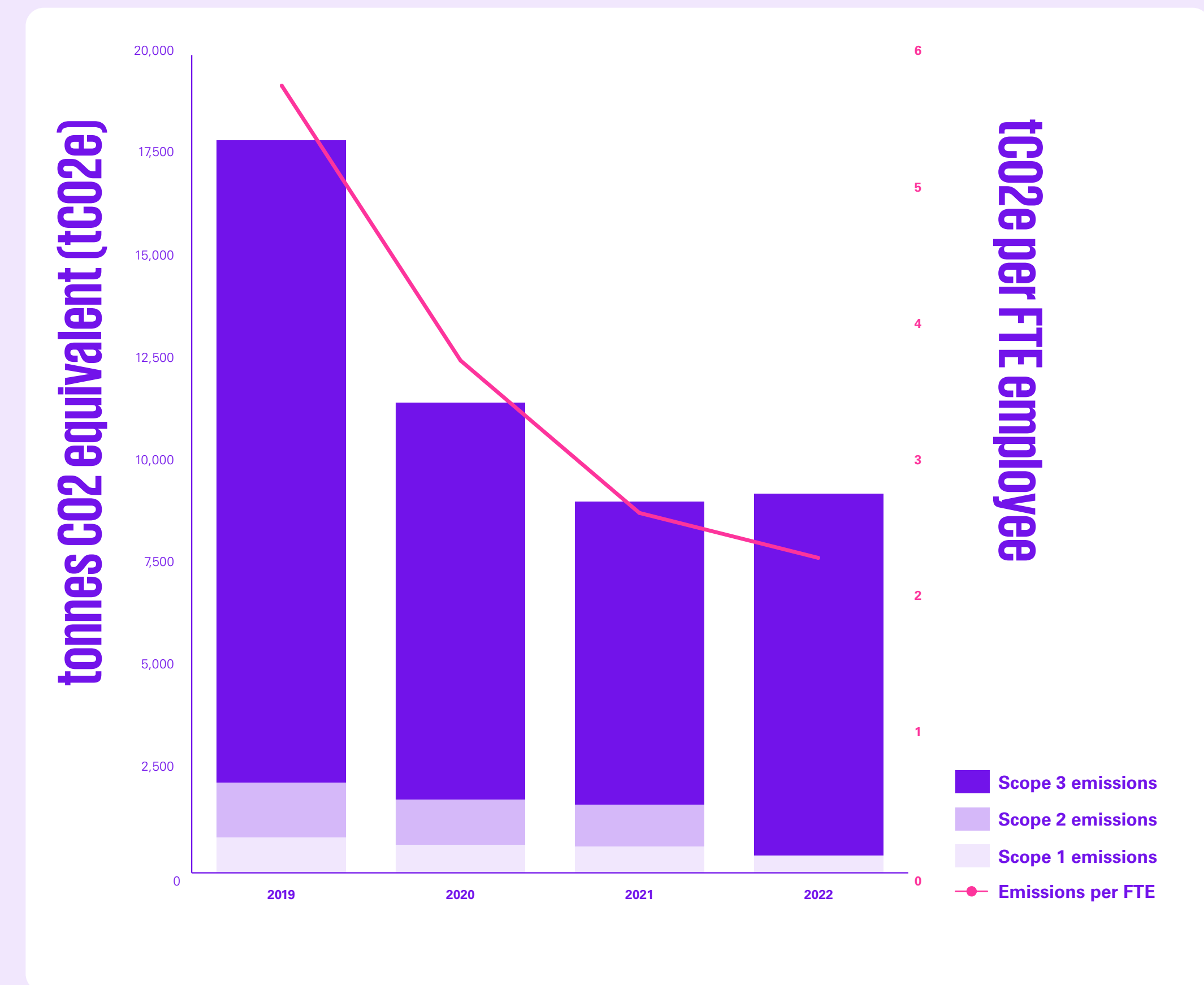
Our base year for measuring ourselves against SBTi is 2019. Since then, our absolute emissions have dropped by 48% and our carbon emissions per FTE

have reduced from 5.8 to 2.3 tonnes. This shows we are beginning to see the positive impact of our Sustainability Action Plan. However, as highlighted in our 2021 report, a significant portion of the reduction was a result of the effects of the pandemic. As the economy reopened during 2022, we have begun to see our scope 3 emissions increase in line with higher activity levels. We expect them to increase further in 2023 as the full impact of reopening takes effect.

Our focus in 2023 is on continuing to drive improvements via our Sustainability Action Plan. We are also realising the opportunities of the new Dublin office headquarters, delivering against KPMG's wider sustainability aspirations and targets. The new building gives us the potential to push the boundaries of design and technology to realise real carbon reductions and reduce our overall carbon footprint.



## Scope 1/2/3 Emissions





# Our progress



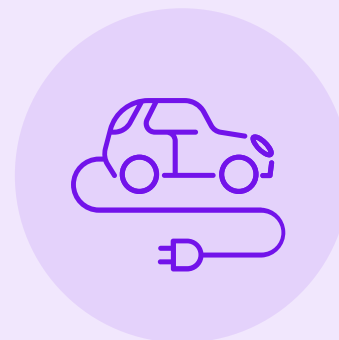
Carbon-neutral status maintained since 2007



100% renewable electricity from electricity suppliers for all six of our offices



100% biomethane used to supplement natural gas usage across our Dublin estate



Continued investment in electric vehicle charging points for employee use



Initiation of internal carbon price recharges



Aeroponic "Tower Gardens" used in Dublin offices to grow fresh food more efficiently



Sustainable homes pop-up fair to help our people understand how they can be more sustainable and energy-efficient at home



Independent waste audits to find areas for improvement on our well-established waste prevention programme



Carbon-friendly menus to support our people in understanding the impact of their dietary choices on the environment



# ESG Festival

In October, our NextGen Council hosted an ESG Festival – a week-long series of events and activities to engage and educate our people on why ESG matters.

Our line-up featured in-person, online and hybrid events including:

- A talk on climate change by Mark Brownlow, the producer behind David Attenborough's Frozen Planet
- A panel discussion on inclusion, diversity and equity (IDE)
- A talk on wellbeing by the author Pat Divily
- Former KPMG colleague Rachel Hennessy, who is now running a sustainable fashion business, "Happy Days," sharing her thoughts on all things fast fashion
- A plant-based cooking demonstration by The Happy Pear
- Local energy-efficiency experts hosting a Sustainable Living Expo
- A sustainable transport fair
- A daily yoga class open to all our people
- A hub for swapping clothes and books, run in conjunction with the National Council of the Blind in Ireland





# Biodiversity

The Irish government declared a climate and biodiversity emergency in 2019. And last year, it set a national objective “to pursue and achieve a transition to a climate-resilient, biodiversity-rich, environmentally sustainable and climate-neutral economy” by no later than the end of 2050. While the climate component has captured most of the public and policy attention to date, this is about to change as both Ireland and the EU seek to bring biodiversity back to the top of the agenda. At KPMG Ireland, we aim to be at the forefront of this movement.

Since late 2021, we have been leading a team of experts helping the National Parks and Wildlife Service to develop the fourth National Biodiversity Action Plan. As such, we were actively involved in the **National Biodiversity Conference** at Dublin Castle in June 2022.

KPMG Ireland has also become a founding member of “Business for Biodiversity Ireland”, which aims to drive the transition to a nature-positive Irish economy. The initiative harnesses the energy and innovation capacity of Irish businesses to both minimise impact and enhance natural systems.



## Our Biodiversity Working Group completed many different initiatives in 2022



**IBAT**

Using the Integrated Biodiversity Assessment Tool (IBAT) to understand our impact on local biodiversity



**Bug Hotels**

Installing a bespoke bug hotel between our Harbourmaster buildings



**Volunteering**

Taking part in Eco Volunteering at the UNESCO Biosphere site, Bull Island



**New Building**

Ensuring biodiversity enhancements are factored into the design of our new building



# External recognition

**“Our Sustainable Futures team is at the forefront of the sustainability agenda in Ireland. Our clients and their stakeholders are seeing real economic as well environmental and social benefits.”**

**Shane O’Reilly**  
Sustainable Futures



## Green Awards

KPMG is proud to win the Green Professional Services Award for sustainability activities and initiatives undertaken in 2022. The Green Awards recognise the extraordinary contribution and commitment that companies all over Ireland make towards growing a greener future in Irish business today. Judged by a panel of industry experts, we were recognised for our own internal sustainability performance and the ESG advisory services provided to our clients by our Sustainable Futures department. The award is recognition of the actions KPMG takes internally to drive progress towards becoming a net-zero emissions organisation. And it reflects the investment we have made to make sure we have the leading ESG advisory practice in Ireland.



## Facilities Management Awards

We are also delighted to have won the In-House Sustainability Excellence award at the National Facilities Management awards earlier in 2023. The judges commended the practical and effective execution of initiatives across our governance, training, waste management, energy efficiency, supply chain sustainability and biodiversity workstreams. This is testament to the wider employee engagement on sustainability, and the work of our network of champions across the firm. It also reflects the work of our key infrastructure departments, which apply a collaborative and holistic approach to improve our sustainability performance as we move towards net-zero emissions by 2030.



# Prosperity

Driving purposeful business practices and good corporate citizenship.

## Our Commitments

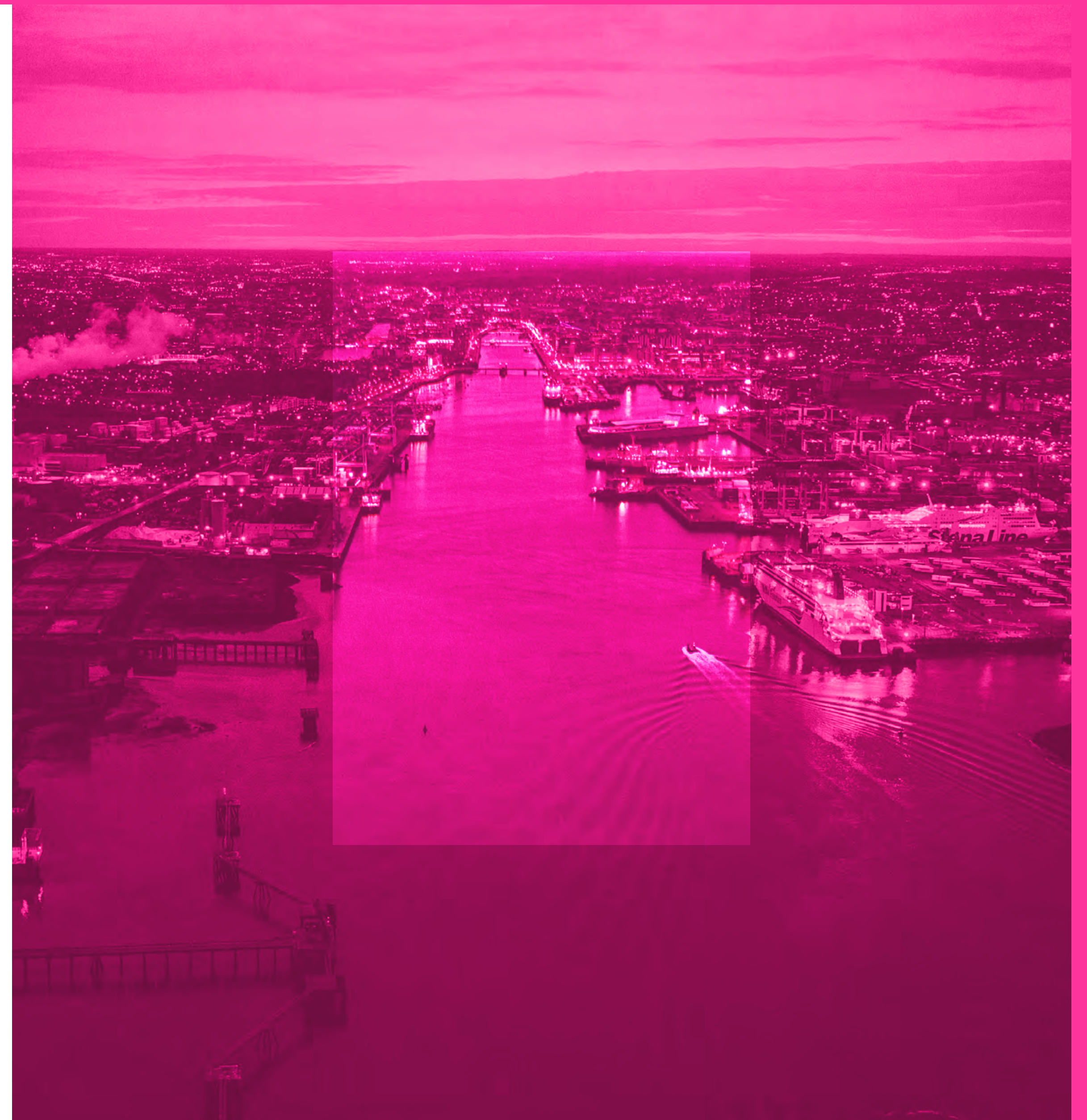
- Act with clear purpose at all times
- Lead the profession in audit quality
- Drive a responsible tax practice
- Support education, lifelong learning and UNESCO's Global Education Coalition



# Our firm

In 2022 we grew our revenue by 15% and hired 1,280 new employees.

## Our Contributions to the Irish Economy (2022)





# Investing in our workplace of the future

In 2021 we signed the lease for our firm’s new headquarters, which will bring all our Dublin-based employees together from 2026. In 2022 we have been busy designing this space.

Our people and clients are at the heart of every decision, so our new space is being designed to provide the best working, wellbeing, collaborating and learning experience for them. We also have the opportunity to make sure that we take advantage of the latest innovation and technology to give us best-in-class environmental credentials. This way, we can continue to play a leading part in the climate change agenda.






This is a significant investment in the heart of Dublin’s city centre and our development will look to engage with the broader community in the surrounding area.



**“It’s an exciting time as we carve out what the future workplace will look like for our firm. We are energised by this investment and look forward to leveraging innovative tools to make it a truly productive and efficient space for our people and our clients.”**

**Declan Keane**  
Chief Operating Officer

## The New KPMG Building will:

-  **Be adaptable**
-  **Be efficient**
-  **Enable collaboration**
-  **Encourage connection**
-  **Offer a great experience**





# Driving purposeful business for our clients

**We help businesses to run in a fair and transparent way. As a result, we have a long-standing legacy of building trust and protecting the public interest. And we're focused on the issues that matter most to our clients and their stakeholders. Everything we do must be underpinned by objectivity, independence, ethics and integrity – from our commitment to audit quality and responsible tax practices to delivering the highest-quality advice to our clients.**

## Investing in Audit Quality

Quality and integrity are the foundations that strengthen trust in the clients we serve. Audit quality is fundamental to maintaining that trust and our professional reputation. We're committed to evolving our approach to audit quality by incorporating new technologies and methods that create a better experience for our clients.

## Driving a responsible tax practice

We believe KPMG has a responsibility to take a leading role in the public debate about fair and effective taxation. As part of this process, we have established responsible tax practice principles that cover how we advise our clients on tax issues.

Through our responsible tax programme, we provide a global forum that includes a diverse range of stakeholders. Its purpose is to engage productively in the ongoing, multifaceted conversation about tax and its role in an increasingly globalised, digitalised and often fragile environment.



**“We are proud to help our clients navigate the evolving ESG environment through a number of different service offerings.**

**Our specialist teams are equipped to support organisations in their ESG journey, whether that's their ESG strategy or implementation programme, or in meeting their reporting obligations. In doing so, we help our clients build trust with stakeholders and the wider community.”**

**Emer McGrath**  
Head of Audit

### ESG transformation

Advising on ESG strategy, transition and implementation, including specialist areas like climate change and human rights

### ESG assurance

Providing external assurance on the ESG reporting by a business

### ESG reporting

Helping clients to understand their ESG readiness and prepare for ESG reporting





# New hires

At KPMG, our people are our differentiator. That’s why we work hard to make sure our recruitment processes are attracting talent that reflects the diversity of our clients, communities and society as a whole. It’s also why we are continually looking for new ways to reach people who might not otherwise consider a career at KPMG.

We’re committed to providing equal opportunities for all and building a diverse team. We pro-actively advertise roles to reach a wider talent pool, tracking our application demographics to make sure we’re attracting a variety of candidates. We have also developed a number of programmes and partnerships to attract talent from as wide a demographic as possible.

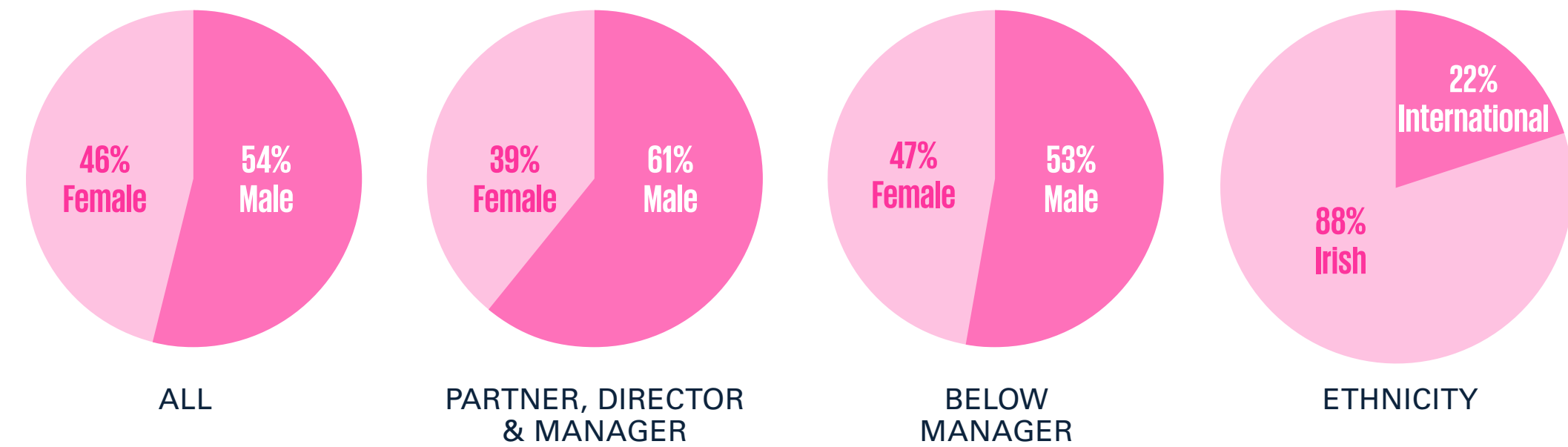
## The Academy Programme – Belfast Centre of Excellence (COE)

We hire undergraduates who have an interest in Applied Intelligence or Cyber and have attended formal nine-week training through the Belfast MET College to build their skills. At the end of the programme, subject to passing the modules, the students are interviewed for a permanent role in the Belfast Consulting team. To date we have hired over 100 students through this programme.

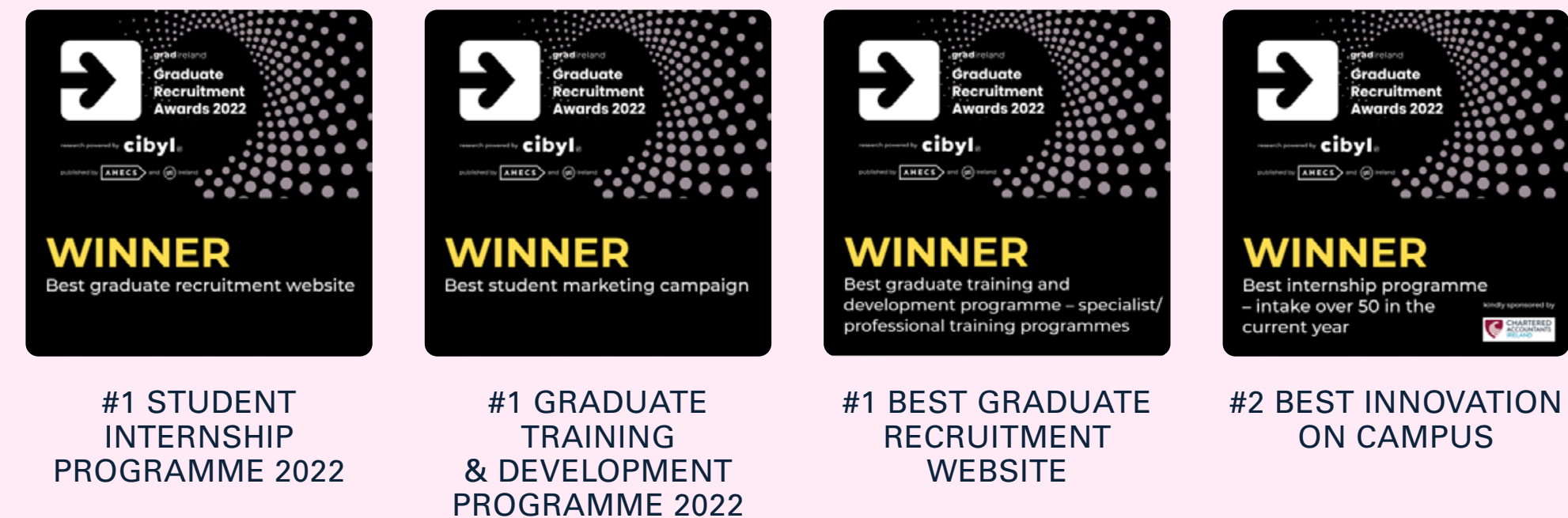
## New Partnership with Dublin City University (DCU)

In 2022 we agreed a five-year partnership with the Business School at Dublin City University (DCU). This will see us contribute approximately €400k to its mission to educate leaders and professionals for the global marketplace. It will also help the Business School to develop individuals, industry and society through its teaching, research and engagement with industry. Outstanding achievements by students will be recognised with financial rewards and internship experience.

## The Profile of our New Hires:



## In 2022 We Were Proud to Win These Awards for Our Graduate and Internship Programmes:





# Using our skills in our community

Our investment in corporate citizenship is a key component of our strategy at KPMG. It's why we encourage our people to come together, collaborate and connect with their communities to make a difference. This helps give them a greater sense of purpose and meaning, and contributes to their personal and professional development by broadening their skills, experience and perspectives.

While our focus area is UN Sustainable Development Goal 4 – Quality Education, with a particular emphasis on Lifelong Learning, we appreciate that we each have particular areas of interest and that volunteering is about personal choice. So, our policy is to support our people in supporting their communities in a way that matters to them.

## Our Community Contributions

18,543

VOLUNTEER  
HOURS

€714,321

CASH  
DONATIONS

€261,740

EMPLOYEE  
FUNDRAISING

€1,085,927

IN-KIND  
DONATIONS

183

COMMUNITY  
CONNECTIONS

16

COUNTIES  
IMPACTED

14,211

SKILLS-BASED  
VOLUNTEERING HOURS

4,332

NON-SKILLS-BASED  
VOLUNTEERING HOURS



# Enhancing social inclusion and prosperity



## Free To Be Me

“Free To Be Me” is a Children’s Books Ireland and KPMG inclusion, diversity and equity (IDE) project that aims to make sure every child sees themselves reflected in a book. It also helps them to learn about the lives of others whose experiences and perspectives may differ from their own.

In 2022, KPMG volunteers delivered Free To Be Me workshops to 13 classes in eight different schools across the island of Ireland. Each participating school also received a Free To Be Me library of 100 books. On top of that, we donated Free To Be Me Little Libraries to 10 schools across the country.

## KPMG Global Cyber Day

Educating children about how to keep safe online was a key part of the annual KPMG Global Cyber Day Initiative, which helps students, teachers, and parents become more cyber aware. KPMG’s Dani Michaux and her team visited 15 schools across the Republic of Ireland and Northern Ireland and spoke with 1,000+ students aged seven to 11. Through interactive classroom sessions, our 22-strong cyber team discussed the safe use of personal data, social media, cyberbullying, online gaming and mobile phones.

## Going for Growth

Since 2015, Going for Growth, supported by KPMG and Enterprise Ireland, has helped more than 800 ambitious female entrepreneurs to achieve their growth aspirations. In 2022, the programme kicked off its 14th cycle in Dublin’s Marker Hotel. 65 female entrepreneurs were selected to take part, all with the aim of growing revenue, increasing employment and in some cases entering new export markets.

## Ukraine appeal

In March, our people showed solidarity with Ukraine by donating almost €54,000 to our Ukraine Appeal. Run in conjunction with UNICEF, the appeal aimed to provide life-saving support to help children and their families affected by war. The fundraising amount was matched by the firm and a total donation of €108,000 made to UNICEF. A further €50,000 was donated by the firm to a KPMG worldwide initiative to get critical supplies including medical equipment, medicines, hygiene items, disinfectants and non-perishable foods to the Poland/Ukraine border.

## Project Bright

Our annual competition, Project Bright, invites everyone across the Irish firm to come up with bright ideas on how to help address local, social and environmental needs. Last year’s winning idea focused on implementing a recurring LEGO® after-school activity club for children within Dublin’s North-East Inner City. The aim of the initiative was to promote equal outcomes among all children, regardless of background or circumstance.

The LEGO® Club has since been rolled out in three local community youth centres, reaching children from 10 disadvantaged schools within a 1.5km radius of our Harbourmaster office. KPMG provided funding to establish the programme and to train six community workers on how to facilitate LEGO® play.



# Enhancing social inclusion and prosperity



## KPMG Children's Books Ireland Awards

At KPMG, we're committed to lifelong learning and improving literacy levels across Ireland through staff volunteering. In 2022, hundreds of groups of young readers around the country signed up to be Junior Juries for KPMG Children's Books Ireland Award. And in April, 80 KPMG volunteers visited schools across Ireland to help Junior Juries groups get excited about reading. The KPMG Children's Books Ireland Awards then took place in May as part of the International Literature Festival Dublin. The awards included the KPMG Reading Hero Award, which Seamus Hand presented to Daisy Magill, aged eight, from Seaview Integrated School in Glenarm, Co. Antrim.

## Junior Achievement

Junior Achievement, one of KPMG's Corporate Citizenship Educational Partners, works to empower young people and build more inclusive societies. It does this by encouraging young people to remain in education and helping them to develop the skills they need to succeed in a changing world.

In 2022, our volunteers worked with Junior Achievement Ireland to support 489 students in 14 schools across the country. In the same year, Junior Achievement was nominated for a Nobel Peace Prize. Junior Achievement Ireland has thanked KPMG volunteers for contributing to the work of the global network that led to the nomination.

## Enactus

Enactus empowers students to become the socially conscious leaders of tomorrow and showcases innovative and sustainable entrepreneurial projects at a national and global level. In 2011, KPMG led the charge in getting Enactus established in Ireland, as there was no programme dedicated to promoting social awareness and social entrepreneurship at that level. In June 2022, a team of students from UCC were crowned winners at the KPMG-supported Enactus Ireland National Competition. The team went on to represent Ireland at the Enactus World Cup held in Puerto Rico in October.

## Charity Hike

In September, we invited KPMG staff, alumni, family and friends to put on their hiking boots and take on the Lugnaquilla Mountain Trail Challenge – the highest peak in Leinster – in support of Cystic Fibrosis Ireland. More than 60 people took part in the KPMG Charity Hike, raising over €25,000 for the charity.

## Shoebox Appeal

Last Christmas, we embraced the spirit of giving by taking part in the Team Hope Christmas Shoebox Appeal. This delivers gifts straight into the hands of children affected by poverty in Africa and Eastern Europe. Our people donated 1,169 shoeboxes filled with gifts through physical and online donations. Often, these shoebox gifts are the only present a child receives at Christmas, and the joy they bring is incredible.



# Metrics





# 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. Over the next few pages, we share these metrics for KPMG Ireland in 2022, along with data showing our progress. You will also find our data throughout the Impact Report. Where we have not provided the data for a specific metric, we have included a reason 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 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 01/01/2022 to 31/12/2022, 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.





# Governance

	Core Metric	Location of Data
<b>Governing Purpose</b>	<b>Setting purpose</b> 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.	<a href="#">p8</a>
<b>Quality of Governing Body</b>	<b>Governance body composition</b> 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.	<a href="#">p9</a>
<b>Stakeholder Engagement</b>	<b>Material issues impacting stakeholders</b> 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.	<a href="#">p12</a>
<b>Ethical Behaviour</b>	<b>Anti-corruption</b> 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. 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.	<a href="#">p10</a>
	<b>Protected ethics advice and reporting mechanisms</b> A description of internal and external mechanisms for: <ol style="list-style-type: none"> <li>1 Seeking advice about ethical and lawful behaviour and organisational integrity.</li> <li>2 Reporting concerns about unethical or unlawful behaviour and organisational integrity.</li> </ol>	<a href="#">p10</a>
<b>Risk and Opportunity Oversight</b>	<b>Integrating risk and opportunity into business process</b> 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.	<a href="#">p10</a>

# People

	Core Metric	Location of Data
<b>Dignity and Equality</b>	<b>Diversity and inclusion (%)</b> Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	<a href="#">p18</a>
	<b>Pay equality (%)</b> 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.	<a href="#">p18</a>
	<b>Wage level (%)</b> 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.	<b>Not included (L)</b>
	<b>Risk for incidents of child, forced or compulsory labour</b> An explanation of the operations and suppliers considered to have significant risk for incidents of childlabour, forced or compulsory labour. Such risks could emerge in relation to: <ul style="list-style-type: none"> <li>- type of operation (such as manufacturing plant) and type of supplier</li> <li>- countries or geographic areas with operations and suppliers considered at risk.</li> </ul>	<b>Not included (M)</b>
<b>Health and Wellbeing</b>	<b>Health and safety (%)</b> 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. 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.	<a href="#">p21</a> <a href="#">p43</a>
<b>Skills for the Future</b>	<b>Training provided (#, \$)</b> 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). Average training and development expenditure per full-time employee (total cost of training provided to employees divided by the number of employees).	<a href="#">p24</a> <a href="#">p43</a>



# Planet

	Core Metric	Location of Data
<b>Climate Change</b>	<p><b>Greenhouse gas (GHG) emissions</b> For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	<p><a href="#">p26</a> <a href="#">p44</a></p>
	<p><b>Climate-related Financial Disclosures</b> 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>	<p><a href="#">p26</a> <a href="#">p44</a></p>
<b>Nature Loss</b>	<p><b>Land use and ecological sensitivity</b> 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>	<p><a href="#">p19</a></p>
<b>Freshwater Availability</b>	<p><b>Water consumption and withdrawal</b> 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. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	<p>Not included (M)</p>

# Prosperity

	Core Metric	Location of Data
<b>Employment and Wealth Generation</b>	<p><b>Absolute number and rate of employment</b> Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.</p>	<p><a href="#">p32</a> <a href="#">p45</a></p>
	<p><b>Economic contribution</b> Direct economic value generated and distributed (EVG&amp;D), on an accruals basis, covering the basic components for the organisation's global operations, ideally split out by: - Revenues - Operating costs - Employee wages and benefits - Payments to providers of capital - Payments to government - Community investment Financial assistance received from the government: total monetary value of financial assistance received by the organisation from any government during the reporting period.</p>	<p><a href="#">p32</a> <a href="#">p36</a> <a href="#">p44</a> <a href="#">p45</a></p> <p>Some not included for legal and other reasons</p>
	<p><b>Financial investment contribution</b> Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.</p>	<p>Not included (M)</p>
<b>Innovation in Better Products and Services</b>	<p><b>Total R&amp;D expenses (\$)</b> Total costs related to research and development</p>	<p><a href="#">p33</a></p>
<b>Community and Social Vitality</b>	<p><b>Total tax paid</b> 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.</p>	<p><a href="#">p32</a> <a href="#">p44</a></p>



# People: Skills for the Future

2022 Average Training Provided	
Hours per person	105
Cost per person	€4,509

Level	2022 Average annual training hours
Partner	38
Director	36
Associate Director	36
Manager	41
Senior Associate	40
Assistants/Associates	153

# People: Health and Safety

2022 Health and Safety Data Points	
High-consequence work-related injuries	0
Reportable work related injuries	2
Recordable work-related injuries	15
Main types of work-related injury	<i>Numbers too low to trend</i>
Number of hours worked	6,887,644



# Planet: Climate Change

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

	2019	2020	2021	2022
<b>Scope 1 Emissions</b>	864	691	642	420
<b>Scope 2 Emissions</b>	1,339	1,106	1,026	0
<b>Scope 3 Emissions</b>	15,706	9,706	7,408	8,846
<b>Total Emissions</b>	17,909	11,503	9,076	9,266
<b>Total Emissions per FTE</b>	<b>5.78</b>	<b>3.76</b>	<b>2.64</b>	<b>2.31</b>

# Prosperity: Employment and Wealth Creation

2022	€ (Million)
<b>Revenue</b>	579
<b>Payroll Taxes, VAT and Corporate Tax</b>	192



# Prosperity: Employment and Wealth Creation

## 2022 New Hires by Level & Gender

Level	No. of Hires	Female	Male
All	1,280	46%	54%
Partner, Director and Manager	235	39%	61%
Below Manager Level	1,045	47%	53%

## Attrition by Level & Gender

Level	Attrition	Female	Male
All	19.7%	18.8%	20.6%
Partner, Director and Manager	16.6%	17.6%	15.8%
Below Manager Level	21.6%	19.4%	23.8%

# Prosperity: Community and Social Vitality

	€ (000's)
Total Community Contributions	2,062
Cash Contributions From KPMG Employees	714
Employee Fundraising	261
In-Kind Donations	1,085

	Number of Hours
Total Volunteer Hours	18,543
Skilled Volunteer Hours	14,211
Non-Skilled Volunteer Hours	4,332





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**Produced by:** KPMG's Creative Services. **Publication Date:** April 2023. (9143)