



Corporate Citizenship Annual Report 2020-21

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—
October 2021





Foreword

At KPMG in India, we are firmly committed to our values of 'Together, For Better', and have collectively continued to work for the welfare of our people and communities over this past year.

There is no more important time to live these values than now, when a social and economic crisis caused by the COVID-19 pandemic continues to confront us at different levels. Since the start of the pandemic last year, we faced critical challenges in India -- including hardships faced by millions of migrant workers and daily-wage earners, a stressed healthcare infrastructure and general economic uncertainty.

Our first priority within the firm was to ensure the safety and security of our colleagues, and we were among the first ones in the industry to announce a work from home policy. Alongside, we stayed intensely focused on protecting and expanding our business and keeping the trust of our clients and our ecosystem.

As we look back at the year, it makes us proud that when the pandemic struck, our strengths in Healthcare, Artificial Intelligence (AI) and Data Analytics helped in pro-bono efforts to track and manage the spread of COVID-19, contributing to critical national goals. Many of our colleagues continue to be on the front lines, alongside senior government officials tasked with keeping open supply lines in the country.

The challenges posed by the pandemic have lent a sense of urgency to embed sustainability principles into the charters of governments and enterprises.

We are making notable contributions in shaping the KPMG IMPACT platform, a collective global endeavour bringing together our capabilities in areas of Environmental, Social and Governance (ESG).

We supported not-for-profit organisations that were working on the ground to provide immediate relief such as distribution of kits containing basic food staples and personal care material to the most affected families, and personal protective equipment for front line workers in select states facing acute shortage. As responsible corporate citizens and staying true to our values, we made a financial contribution to the PM CARES Fund to acknowledge and supplement the efforts of the government in managing this crisis.

Lifelong Learning is a core commitment for us at KPMG, globally. With an endeavour to advance the UN's Sustainable Development Goal 4 of providing quality education, we worked closely with many schools and organisations to understand their needs and extended our support as they strove to facilitate access to education to students from underserved communities.

We continue to make strides with our Aspire programme that encourages girl students to aim high and achieve their career aspirations as well as become financial independent. Last year, we impacted over 260 scholars from seven schools, of which more than 45 are working towards completing their graduation.

Through Enactus, over 60 partners and senior staff from the firm continue to mentor over 65 colleges on

their social entrepreneurship projects. The learning provided to students through the Enactus platform helps transform the lives of the beneficiaries, while simultaneously enabling students to develop the talent and perspective that are essential for leadership in today's world.

I am proud of the strength and resilience shown by our people during these testing times. It is incredible to see how this crisis has brought teams together to invest their time towards volunteering through remote, virtual platforms. I have felt uplifted to see the empathy and compassion displayed in the firm towards citizenship. One of the finest examples is of Dudhsagar Shambhuche (Manager - Forensic-EHL, KPMG in India) who has been awarded Citizen of the year, for the third time in a row for his untiring commitment to our community initiatives.

These extraordinary times have brought out KPMG in India at its best, in our service to clients and in citizenship. These opportunities and the challenges make us an even stronger firm.

My profound thanks to all our partners and fellow professionals for their contributions through the year.



Arun M. Kumar

Chairman and CEO,
KPMG in India



Foreword

Message from the Corporate Citizenship Executive Committee

As a firm, we strongly believe that education and lifelong learning are the key drivers for creating a better and more equitable world. We realise that significant impact can be made in communities through meaningful partnerships that encourage and nurture sustainable education initiatives. This became even more evident when we witnessed the COVID-19 pandemic. Years of progress made in building communities and strengthening the education system was threatened. It created a crisis that needed immediate attention. As a response, we worked with organisations to help communities that were severely impacted and ensure the 'education continuum'.

Schools run by not for profit organisations found it even more challenging to transition to remote schooling in a short span of time due to limited resources. We had to relook at our strategy and improvise our approach to embrace the new reality. We mobilised our resources that enabled students to stay connected and have access to education from the safety of their homes. This was done by providing IT and nutritional support, followed by implementing innovative methods leveraging technology. Our support was not limited to urban cities, but also to children dwelling in rural parts of the country through low-tech and no-tech approaches. A holistic approach also demands

investing in mental health and well-being, therefore we continued to virtually mentor and guide students, especially the girls of our Aspire programme.

In our journey of working together with the community, we have witnessed the persistence, tenacity and courage shown by our beneficiaries, and that inspires us to stay committed to citizenship.



Shalini Pillay
Office Managing
Partner – Bengaluru
India Leader – Global Capability
Centers
KPMG in India



Pradeep Udhas
Senior Partner, Mumbai
KPMG in India



Meera Singh
General Counsel,
Partner
KPMG in India





Foreword

The past year introduced us to several unforeseen circumstances and challenges, which while distancing us brought us closer together as a firm, even if it meant virtually. As our partner Non-Governmental Organisations (NGOs) and schools moved to virtual classes, our community outreach approach had to be improvised to best meet their needs. This was particularly important for our employee engagement in communities.

We were uncertain when we embarked on this journey of virtual volunteering, as in-person interaction with students on a regular basis for reading sessions, educational visits, sports or carnivals played a significant role in encouraging citizenship within the firm. However, we have been overwhelmed by the commitment shown by our

people and beneficiaries as they adopted this new medium of engagement.

Remote schooling has compelled students to become independent learners, therefore there is an increased need to equip them with digital and soft skills. In 2020-21, our volunteering initiatives addressed this need with sessions covering diverse areas such as academic coaching, mentoring, soft skills and life skills, preparing digital study material, in addition to extra-curricular activities such as virtual tour of museums, building environmental awareness, etc.

While we focus on lifelong learning, we also understand our responsibility towards the environment. As a firm, we continue to encourage

environment consciousness and were glad to see our people and their families participate in the 30 Days Sustainability Challenge - an initiative introduced last year that encouraged participants to adopt eco-friendly practices at home.

We would like to thank all our people and their families who invested their time and effort to our citizenship initiatives. Their commitment resulted in a 100 per cent increase in the number of volunteering sessions conducted in 2020-21. On behalf of the firm, we also express our gratitude to all our not-for-profit partner organisations for the exemplary work they do to empower our communities.

Thank you!



Ira Gupta Tuteja
Advisor - Corporate Citizenship
KPMG in India



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1.

Our Values



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 draw strength from our differences



For Better

We do what matters



2. Remembering Akhil Bansal

Earlier this year, the KPMG family suffered an immeasurable loss with our Deputy CEO, Akhil Bansal's passing. He played an integral role in shaping the firm over the years and contributed to diverse important roles.

This holds true even for his involvement in citizenship. A firm believer of empowering communities, he led by example when it came to advocating the importance of education and upliftment of women, especially through his involvement in the Aspire programme.

He was closely associated with several not-for-profit organisations and provided his multidisciplinary expertise

and mentorship to help create meaningful impact.

Akhil's compassion and empathy reflected in his leadership. His commitment to empowering communities remains an inspiration for us.

In his memory, we will be commemorating the amphitheatre at Aligarh Muslim University (Akhil's alma mater) as the Akhil Bansal Amphitheatre. In addition to this, our ongoing support to meritorious students has been dedicated to him as the **FFE-Akhil Bansal KPMG in India Scholars** programme.

“

Akhil Bansal at the Enactus India National Competition 2019

It's not about winning or losing but about the experiences one gains. So, in the end, we all win.

”



“

Akhil Bansal at the Aspire Meet 2019

I am delighted to see their achievements and wish to see them reach their highest potential and achieve great success. The more the girls get involved, the better they do, the more successful we (the programme and the firm) are.

”



Heartfelt messages by some of our partner NGOs



“

Enactus will always fondly remember Akhil as one of its strongest champions and the person behind the KPMG Business Ethics Program that has benefited so many students and underprivileged communities. Enactus will truly miss his high energy and engagement at the Enactus National Competitions going forward. We are thankful for his support, participation and leadership.

With much gratitude and appreciation from the Enactus India Team

”

“

Akhil, we will truly and deeply miss you. We have learnt a lot from you. You have been our guiding light, our visionary leader, our strength and our selfless friend. Your presence used to give us comfort and strength to carry on with our mission of improving lives across communities. Shine on us from Heaven! Rest in Peace!

United Way Delhi Board, Staff and NGO Partners

”



“

In the last 25 years we have been able to impact the lives of more than 6.5 lakh people across the country. Had Akhil not been there as our rock, realising this would have been difficult. His wisdom and passion will continue to inspire and guide us along the way. We would like to pay homage to his life by carrying forward his legacy of championing the cause of education.

**Capt. Indrani Singh,
Founder - Literacy India, Gurugram**

”





3.

Our approach and presence



OUR APPROACH AND PRESENCE

Our Corporate Citizenship priority

The Sustainable Development Goals (SDGs) were set up in 2015 as part of the 2030 Agenda for Sustainable Development. It provides a shared blueprint for peace and prosperity for people and the planet, now and into the future¹.

The SDGs are a collection of 17 interlinked global goals and are an urgent call to action. It encourages nations – both developed and developing to act in a collaborative partnership to work towards eradicating poverty, one of the biggest challenges faced by humankind.

Education is a fundamental right. KPMG International’s member firms recognise that education is key to lifting people out of poverty and is one of the most powerful drivers of economic growth, social mobility, and well-being. Therefore, the firm is committed to supporting **Sustainable Development Goal - 4 ‘Quality Education’** and Lifelong learning globally; a key enabler for all other SDGs.

1. The 17 Goals, United Nations, Department of Economic and Social Affairs, Sustainable Development, accessed on October 7, 2021.
2. Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, United Nations, Department of Economic and Social Affairs, Statistics Division, accessed on October 7, 2021.

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Quality education and lifelong learning opportunities for all are central to ensuring a full and productive life to all individuals and to the realisation of sustainable development.²



Our approach to Lifelong Learning

Conducive environment

Need

- Access to education to lift children out of the poverty cycle
- Equal opportunities for the girl child
- Equitable availability of IT and English learning opportunities
- Guidance for university students to achieve their higher purposes

Foundation

- UN SDG - 4
- Our values
- Lifelong learning

Beneficiaries

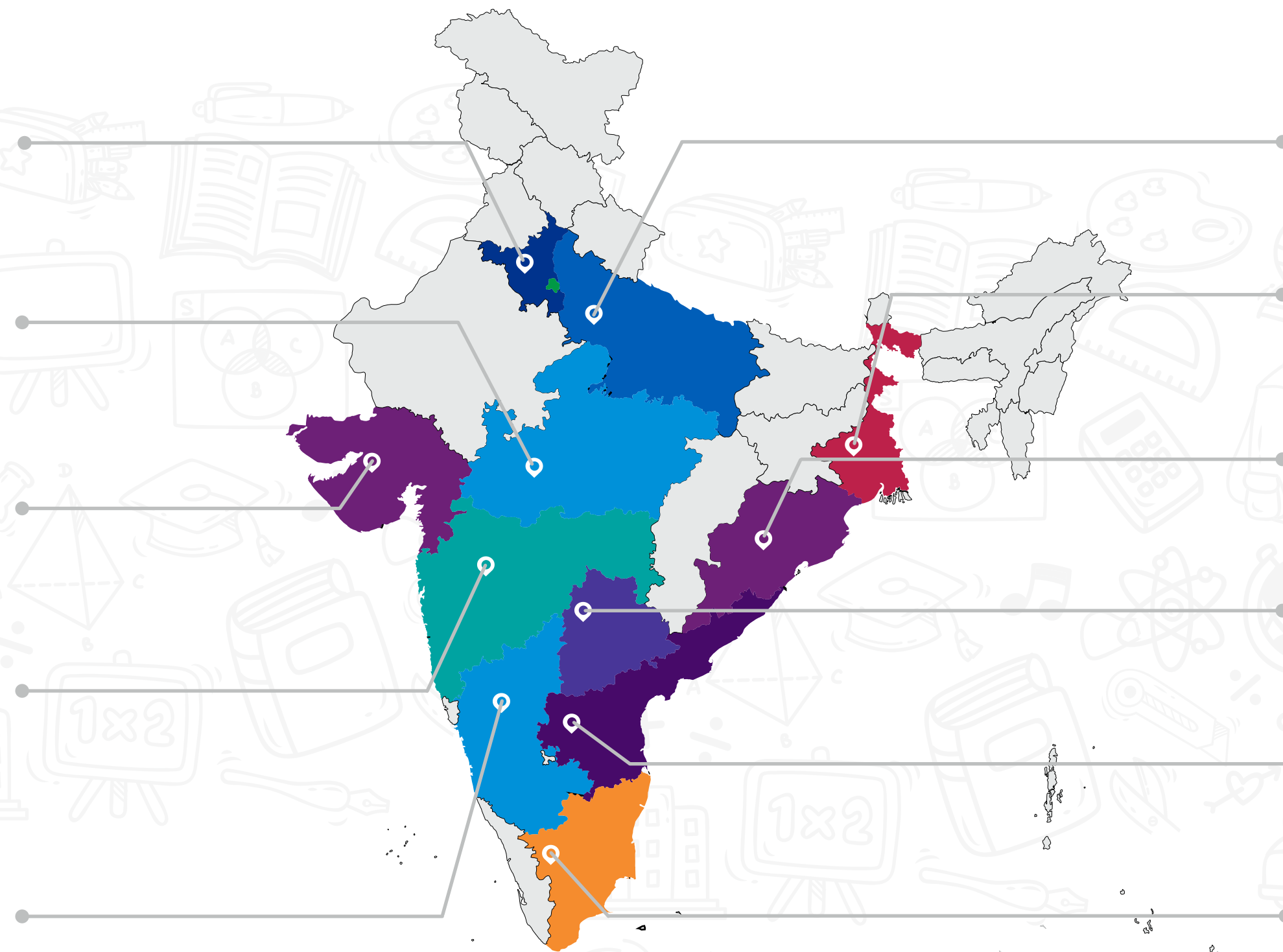
- Nation
- Communities
- Our people
- Students
- Teachers
- Social entrepreneurs
- Environment Ecosystem
- Not-for-profit partners

Key enablers

- Our people are our strength, providing intellectual capital along with a desire to make a difference in our communities
- Commitment to create equal opportunities
- Dedicated not-for-profit partners
- Environmental consciousness



Our presence - We work with multiple not-for-profit organisations across the country



Hover over the names of the states to know more





Our impact

4.



beneficiaries reached

Our impact (continued)

17,980 students

impacted through IT support, scholarships, mentoring and volunteering



**Over 40,000
lives impacted**



4,550 Personal Protective Equipment (PPE)

kits distributed to frontline workers



Over 2,300 students and their families

benefitted through the nutrition programme



Over 16,000 people

impacted through distribution of relief support



Over 500 teachers

impacted through financial support and training



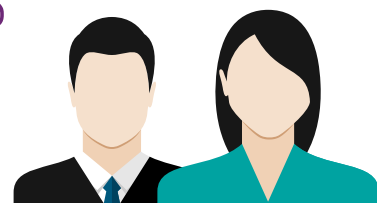
Over 1,200 online sessions

were conducted by our volunteers. A 100 per cent increase in the number of session from 2019-20.



3,400 college students

mentored on their social entrepreneurial projects



Over 260 volunteers and their families
adopted sustainable practices at home





5.

Our response to the COVID-19 pandemic



Click on the icons above to read more



OUR RESPONSE TO THE COVID-19 PANDEMIC

5a. Relief efforts

Living by its values of Together, For Better, the firm and its people came together to generously contribute towards multiple initiatives, helping those in need during the COVID-19 crisis. Along with a significant financial contribution, our people also invested their time and efforts to support those most impacted in our communities, thereby embodying the true spirit of citizenship.

Our support included:

- i. Providing relief kits
- ii. Distribution of advanced Personal Protective Equipment (PPE) kits





RELIEF EFFORTS

5a. i. Providing relief kits



Need

At the onset of the pandemic, during the nationwide lockdown, many daily wage earners, especially migrant workers, across the country, lost their means of livelihood and their daily survival was threatened.



Our response

In collaboration with Goonj we distributed over 2,100 relief kits to families. Each relief kit provided dry rations such as food grains, vegetables, oil, spices, toiletries, sanitary napkins, cleansing agents, essential clothing, and other household material which took care of the immediate needs of a family of six, for the duration of one month. With disrupted lines of transport, farmers were unable to reach markets. Therefore, to support local farmers in the villages, Goonj consciously procured their produce (perishable and non-perishable) and included it in the relief kits.



Impact of our support

Our contribution enabled the distribution of over **2,100 relief kits**, benefitting more than **12,700 people** across Chennai, Odisha, Telangana and Uttar Pradesh.

Goonj is a non-governmental organisation headquartered in New Delhi, India which undertakes disaster relief, humanitarian aid and community development in parts of 23 states across India.



Relief kits distributed to the families in underserved communities



RELIEF EFFORTS

5a. ii. Distribution of advanced Personal Protective Equipment (PPE) kits



Need

Hospitals and healthcare workers in states like Maharashtra were facing a shortage in supply of PPE kits as the number of positive cases continued to soar in the early months of the pandemic in 2020.

Each PPE kit is meant for one-time use and healthcare workers require at least two to three per day. Not only were the healthcare workers without a regular supply of PPE kits, but they were also reusing masks and rationing the usage of hand sanitizers.



Our response

We collaborated with GiveIndia, who facilitated the distribution of advanced PPE kits to meet the sudden surge in demand of medical equipment.

The kits included masks, surgical gloves, medical aprons and gowns, disposable goggles, liquid hand soap and sanitisers, face-shields and hand towels.



Impact of our support

4,500 PPE kits were distributed to doctors, nurses and other healthcare workers at five government and municipal hospitals in Mumbai.

GiveIndia is a nonprofit organisation that provides an online donation platform that aims to channel and provide resources to credible non-governmental organisations across India.



PPE kits distributed to hospitals in Mumbai

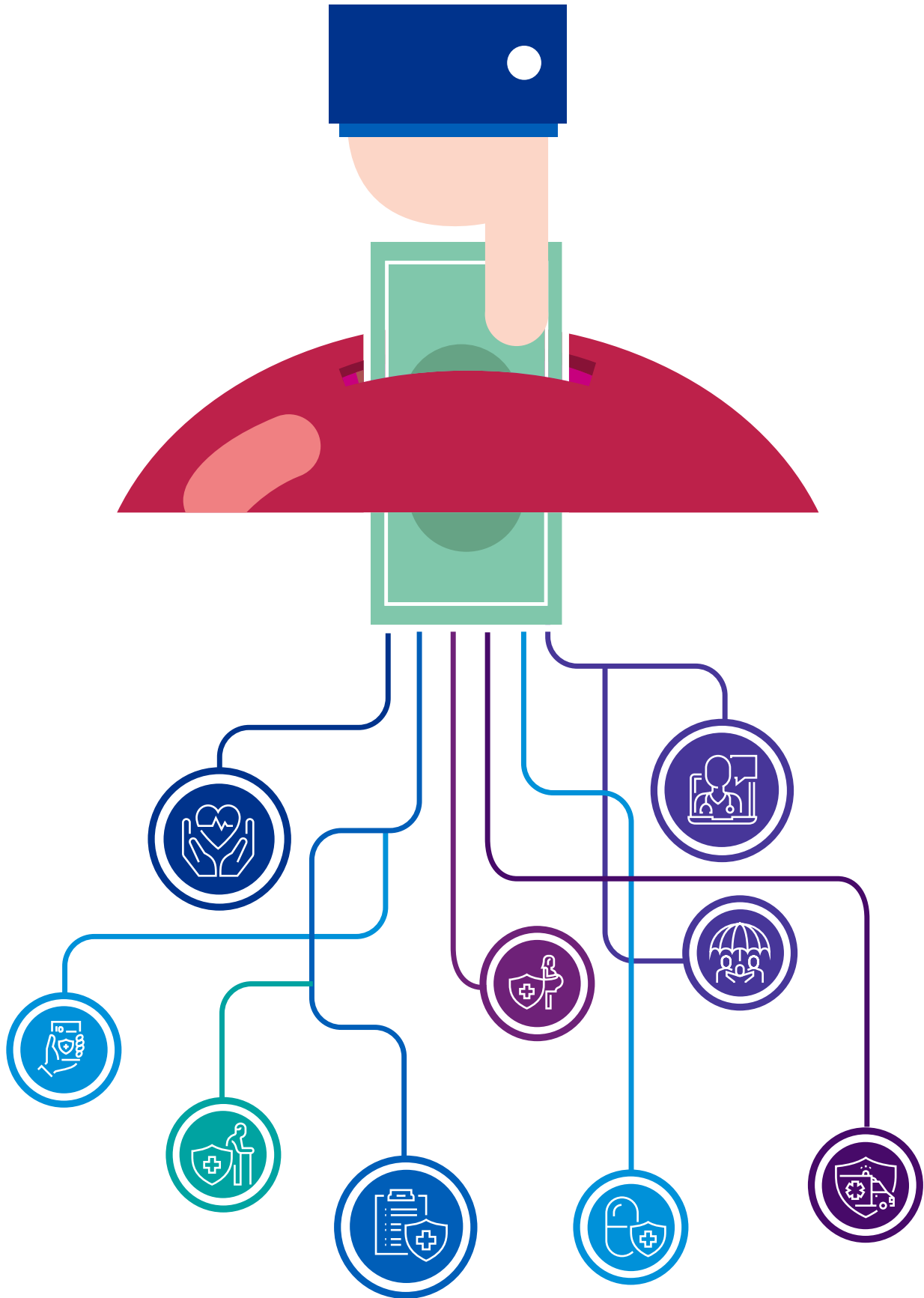




OUR RESPONSE TO THE COVID-19 PANDEMIC

5b. Nation building

In addition to supporting the initiatives led by not-for-profit organisations, the firm also extended its support towards nation building by making a monetary contribution to the PM CARES Fund - an effort by the Government of India to manage any kind of emergency or distress situation like that posed by the COVID-19 pandemic and to provide relief to the affected.





OUR RESPONSE TO THE COVID-19 PANDEMIC

5c. Stories that inspire

1. A small step makes a big difference

With the onset of the pandemic, it was evident that a lot of people from less privileged backgrounds faced the brunt of the nationwide lockdown even more. While some of us had the luxury of working from home or getting essentials delivered at our doorstep, there were many who were unsure of how they would arrange the next meal for their family. A sudden crisis in employment opportunities even forced them to trudge back home over thousands of kilometres.

Anish recalls discussing this concern with a few colleagues who unanimously agreed that something had to be done. What started out as an initiative between a few colleagues who decided to make a financial contribution to procure essential items, soon snowballed into a movement with about 150 KPMG in India colleagues and friends coming together to help raise over INR25 Lacs. Even people who just came to learn about the initiatives made unsolicited contributions.

With the funds generated, Anish and the team were able to help people in need. This was done either by directly providing aid to the affected or with the help of multiple not-for-profit organisations.

Some of the support included

Supplying food to jobless daily labourers



Distributing relief kits to the homeless and students



Providing PPE kits to the front-line workers



Arranging transport for migrant workers who had lost their means of livelihood and had to return to their villages



Covering the fees of school students



Providing laptops and smartphones for students and for schools working with street children and migrants.



Anish feels that the enthusiasm and dedication shown by everyone who volunteered was truly heartwarming. He is thankful to everyone who came forward to make this initiative a success and help impact the lives of many people, both young and old.



Anish De

Global Head of Power and Utilities,
Head of Energy Natural Resources and
Chemicals,
KPMG in India





STORIES THAT INSPIRE

2. jOSH is the richness of intent to help the poor

Lending a hand of kindness is the light that illuminates people's lives, especially in the thick of a pandemic. Seeing migrants struggle in the city of Mumbai with no access to income, Navin and his group of friends decided to help them with basic necessities to cope with the COVID-19 pandemic.

During the lockdown, Navin ran a sustained programme where raw food and grains such as wheat flour, rice, lentils, sugar, salt, edible oil etc. were given to the families of over 1,000 migrant labourers. This was a result of a crowd-sourcing drive which also enabled arrangement of **1,600 meals** per day through the community kitchen near his house.

At a time when the labourers were fighting for survival, cleanliness was relegated as a non-priority. At this juncture, Navin tied up with his close social work ally who incidentally worked with a leading consumer goods company. The result was 2,000 sets of soaps being distributed amongst the migrant families who struggled to maintain basic hygiene.

When super cyclone Amphan hit the Bay of Bengal, most parts of Odisha and West Bengal were reeling from the aftermath.

This is when Navin mobilised **40,000 packs** of a health beverage which were distributed to people in the affected states. This served as a food supplement that kept them going for days.

When the COVID-19 cases were on the rise in Maharashtra, Navin distributed medicines free of cost to the quarantine centres set up by the municipal corporation in Mumbai. He also arranged milk, drinking water, bananas and biscuits for children and senior citizens.

Navin sums it up by saying that there is no exercise better for the heart than reaching out and helping people. He is truly living by the value of TOGETHER, FOR BETTER!



Distribution of relief kits



Navin Agrawal
Partner - Clients and Markets
KPMG in India





STORIES THAT INSPIRE

3. Ignited with compassion at a young age

Gaurav has been an active participant in community initiatives organised by the firm. From mentoring college students on their social entrepreneurial projects to running marathons that support social causes, he does it all. While being a strong supporter of Corporate Citizenship, he has also imbibed the same qualities in his children.

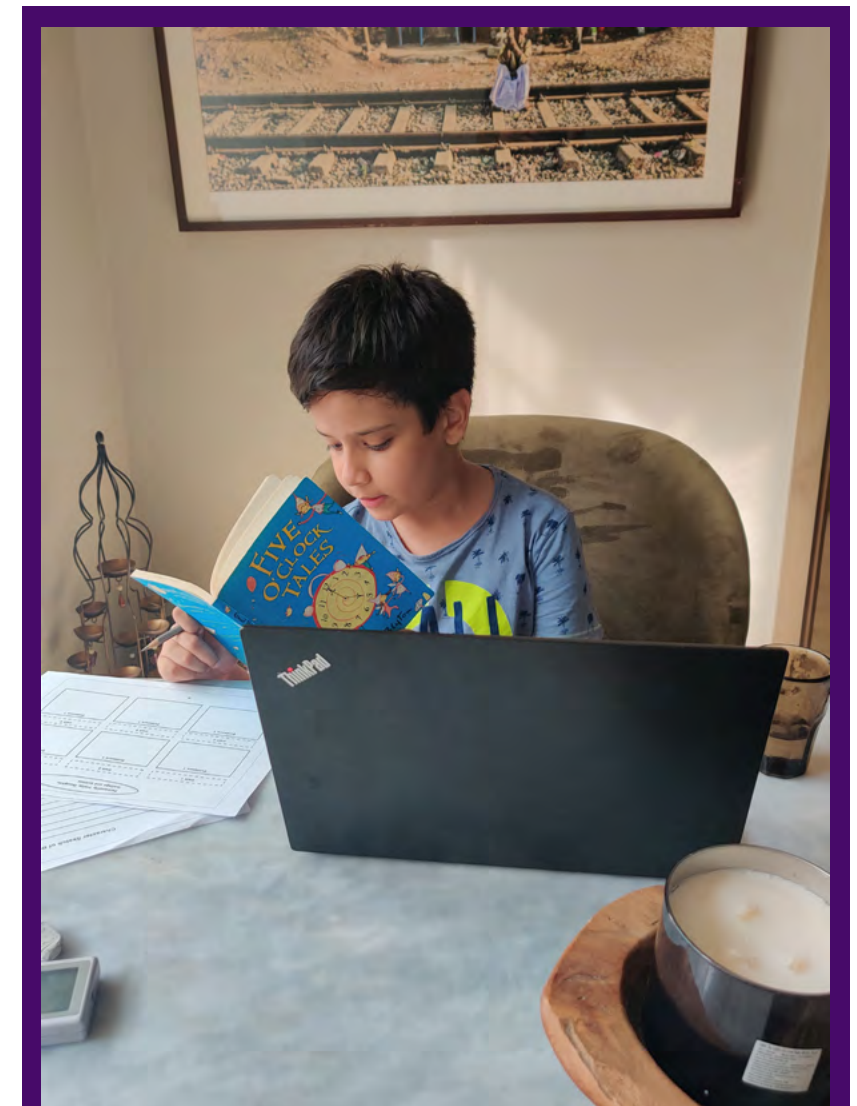
He mentioned that seeing him invest his time in volunteering initiatives, his children would often be curious about what he was doing. Sometimes, they would also sit beside him while he is interacted with students online.

During their summer-break in 2020, both his sons - Dev (10 years old) and Veer (12 years old) wanted to do something for the people who were impacted due to the pandemic. Along with one of their friends, they decided to raise funds for the lesser privileged by doing something they are passionate about – storytelling and logical reasoning.

The funds they collected was donated to a non-profit organisation which was further utilised the donated amount to invest in nutrition for children below three years. It helped to cover a month's cost of nutrition for **14 children** staying in the labour camps with their parents.



Veer Mehndiratta conducting a session on logical reasoning



Dev Mehndiratta narrating a story



Gaurav Mehndiratta
Partner and National Leader,
Corporate and International Tax
KPMG India





STORIES THAT INSPIRE

4. Selfless devotion amidst the chaos

Prateek Natani is passionate about giving back to the society and has been volunteering with an NGO for over three years to help the needy and underprivileged by serving them food daily. As a lead volunteer with the NGO in Ujjain, Madhya Pradesh, Prateek along with five team members collected extra food from various events and restaurants and gave it to the ones in most need.

With the onset of the pandemic, the need for this initiative grew manifolds as many people lost their means of livelihood. The situation was getting tougher day by day, but none of these challenges could stop Prateek from his devotion towards humanity. So, along with his teammates, he started to gather food from their own households to keep the chain of donation going. Even his father would step in whenever any of the volunteers could not make it to the distribution drive. With the support of brave volunteers like Prateek, the NGO served **70,000+ food packets** and other essential items every week.

Prateek acknowledges the pain and suffering caused by the virus affecting almost every household, but he also believes that any act of sincere and selfless contribution always makes a positive impact on the society.



Prateek has conducted several food distribution drives in the underprivileged communities



Prateek Natani
Analyst, Advisory Services
KPMG in India





OUR RESPONSE TO THE COVID-19 PANDEMIC

5d. Lifelong learning



*Click on the icons above
to read more*

BRIDGING THE LEARNING GAP

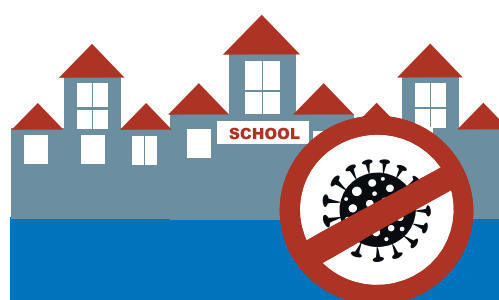
LIFELONG LEARNING

5d. i. Support to NGO run schools

Impact of COVID-19 on the education continuum in India



The pre-existing inequalities in the education system were exacerbated due to the pandemic. Particularly affecting children, adolescents (especially girls), and persons with disabilities in urban slums and rural parts of the country. The impact of the pandemic reversed years of prior progress made towards gender parity in education and empowerment.

Situation in India, a few alarming facts:



Partial and full closures of schools due to the pandemic disrupted the education of children and adolescents across the country.

It is estimated that nearly 10 million secondary school girls in India could drop out of school due to the pandemic, putting them at risk of early marriage, early pregnancy, poverty, trafficking and violence.¹



Two-thirds of rural children in India reported they did not receive learning materials or activities at all during the period of the pandemic.²

1. COVID-19 Is Undoing 70 Years of Girls' Education Progress in India, Global Citizen, Leah Rodriguez, released on July 15, 2020, accessed on October 7, 2021.

2. Annual Status of Education Report (Rural) 2020 Wave 1, ASER Centre, released on February 1, 2021.

SUPPORT TO NGO RUN SCHOOLS

Background of the organisations we work with

We support schools run by non-governmental organisations (NGOs) to deliver quality education by developing and strengthening their skills, abilities, processes, infrastructure and other resources.

These NGO run schools are situated in proximity to areas categorised as 'urban slums' that include families of migrant labourers, daily wage earners, as well as others working in the unorganised sector (such as domestic help, chauffeurs, etc.).

These schools are dedicated towards supporting children belonging to economically disadvantaged families with an annual family income averaging less than INR3 Lacs. Most of these families cannot afford quality education in a good English medium school for their children. Many of the students at these schools are 'first generation learners.'

Our purposeful collaboration with these NGOs enables holistic development and guidance for the children so that they consequently reach a life of self-sufficiency and independence.



SUPPORT TO NGO RUN SCHOOLS

Impact of the pandemic on NGO-run schools in India – an overview

The entire education system across the country was disrupted due to the pandemic. At the onset, educational institutions were compelled to come up with immediate solutions that would ensure they stay connected with students. The impact it had on schools especially the ones run by NGOs has only resulted in widening the pre-existing disparities in the education system. **The interruption of the school year has had a disproportionate negative impact on the vulnerable section of society.**

The families have had to face several challenges such as losing jobs, taking care of their children, while also ensuring that they are protected from the virus.

Schools provide a safe and nurturing environment for children, especially the ones belonging to families with an economically weak background or living in violent or dysfunctional family settings. NGOs had to work round the clock to ensure they stayed connected with the families especially the children to be able to provide any kind of assistance and immediate relief during the crisis.



SUPPORT TO NGO RUN SCHOOLS

Common challenges arising at NGO run schools due to the pandemic



Transition to remote schooling

Lack of preparedness to transition to remote schooling

Decline in attendance during the initial nationwide lockdown due to reverse migration and lack of devices at home

Difficulty to connect with students in remote/rural locations

Lack of IT support



Lack of devices and steady internet connection amongst students and teachers

Sharing devices with siblings and parents

Additional expense of internet connection



Adverse impact on learning abilities

Students missed an entire year of extra-curricular/sports activities, visiting the library or computer lab

Lack of focus due to distractions at home

Lack of academic support and supervision at home

Lack of individual attention



Click on (+) icon to read more

Common challenges arising at NGO run schools due to the pandemic (continued)



Challenges faced by teachers

- Unfamiliar format of online teaching
- Increased and irregular work hours
- Additional requirement of creating digital study material
- Challenging to teach practical subjects such as Science
- Cumbersome assessment processes
- Difficulty to assess progress of individual students



Lack of adequate nutrition due to discontinuation of mid-day meals

Impact on mental health and well being



- Stress and chaos resulting from the panic caused due to the pandemic
- Job insecurity or disruption in stable source of income
- Children/youth with special needs are more likely to be overlooked
- Increased risk of domestic violence, child labour or early marriages
- Uncertainty about the future amongst students due to delayed or cancelled examinations, college admissions
- Prolonged screen time resulting in health concerns



Excessive use of device and exposure to the internet left the students and teachers vulnerable to cyber security concerns

Click on (+) icon to read more



SUPPORT TO NGO RUN SCHOOLS

Our programmes



Hover over on the alphabets above to know more

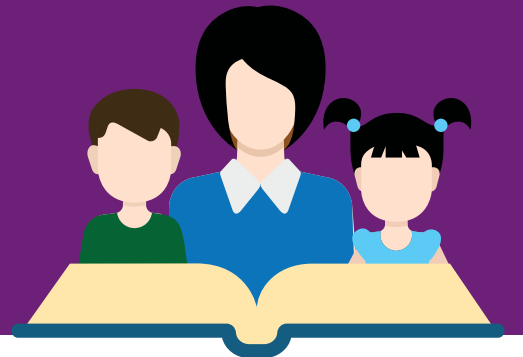
SUPPORT TO NGO RUN SCHOOLS

5d. a. IT support

Need for IT support at school:

Digital literacy is the need of the hour and a primary skill to have. It helps empower an individual and builds their functional knowledge. Students at NGO run schools mostly rely on the IT infrastructure available at schools, due to the unavailability of this facility at home.

Over **3,500**
students
impacted



Challenges due to the pandemic

The pandemic significantly impacted the education landscape. Classrooms were transformed to digital devices for remote learning. Some of the challenges faced were:

- Lack of sufficient devices amongst teachers and students to stay connected and attend online classes regularly.
- Some students were required to share a device with their siblings and/or parents.
- Online classes resulted in excessive use of internet data.



Our support

To meet the sudden demand for devices, NGO run schools were struggling to either collect refurbished devices through in-kind donations or purchase new ones.

Hence, to ensure that the students supported by our partner NGO schools are not deprived of education, we made efforts to provide additional IT support to the schools, teachers and the students. Some of our support includes:

Hover over the icons below to know more

Desktops

Laptops and
tablets

Microphones
and cameras

Internet
connection

Data packs provided
to students



Students receiving
devices for their
online classes



KPMG in India came through like a superhero with pre-loaded tablets for 40 children. It immediately increased attendance in all classes (that is as tablets for older children also released the mobile for younger one's use).

Dr. Seema Gupta
Trustee, Taraben
Master English
School, Mumbai

SUPPORT TO NGO RUN SCHOOLS

5d. b. Fulfilling nutritional needs

Need for a nutrition programme at schools:

The schools we work with provide nutritious meals to students. This includes breakfast, mid-day meals and after school snacks. A well-balanced nutrition programme is beneficial for children in several ways, such as:



Crucial for cognitive development



Good nourishment leads to better academic performance



Helps maintain better immunity in children

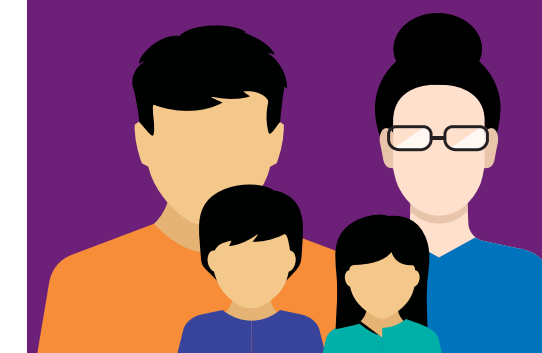


Motivates parents to send their children to school



Poor health and education limit job prospects

Over **2,300** people impacted



Challenges due to the pandemic

- Schools were unable to provide meals to students, especially during the nationwide lockdown
- For students dependent on school meals for their nutrition requirements, lack of these could result in poor growth, development and learning.
- Many parents working as daily wage earners or engaged in the unorganised sector, lost their jobs during the pandemic and found it difficult to afford nutritious meals for their children.



Our support

Our partner NGO schools distributed relief kits to the families of the students, and we supported our schools in this initiative.

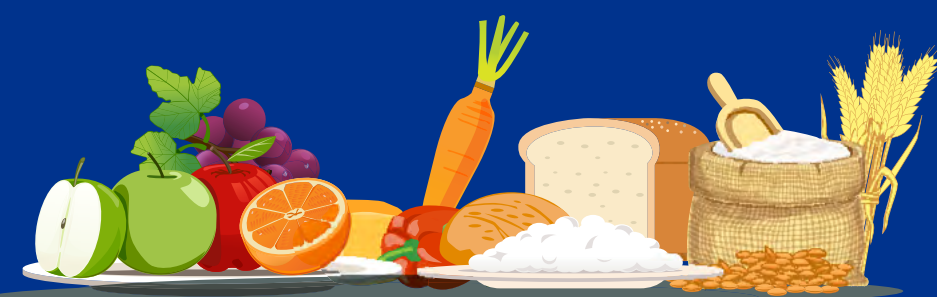
Each kit included groceries and basic hygiene products for a family of five for a month. This enabled students to get nutritious meals at home.

Students were also provided supplementary nutrition kits when they attended regular school for a few months.

Our support not only ensured continued nutrition support for students but also helped reduce the financial burden on families.



Relief kits being distributed to the families of the students



SUPPORT TO NGO RUN SCHOOLS

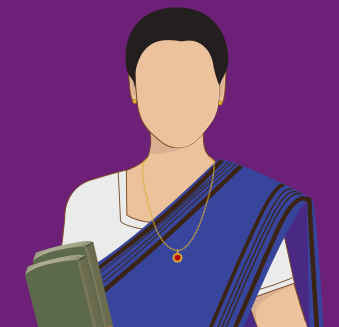
5d. c. Investing in teachers

Need for investing in teachers at schools:

Teachers help the students to form opinions and share ideas about society, life and personal goals. Effective teachers are critical to the development and academic success of students. To ensure our partner NGO schools have qualified teachers, we support salaries of teacher as this accounts for a major operational expense for them.

We also support the training of teachers to ensure that they are equipped to address the ever-changing needs of a classroom.

Supported salaries and training of over **215** teachers, impacting over **7,300** students



Challenges due to the pandemic

- Increased dependance on unfamiliar technology due to online classes
- Additional effort to prepare digital study material due to unavailability of books with students
- Lack of IT infrastructure at home to support online classes
- Increased working hours due to multiple shifts being conducted to accommodate students according to availability of device with them to attend online classes
- Cumbersome assessment processes due to lack of face-to-face interaction with students.



Our support

- Continuing to support the salaries and training of teachers
- Conducting cyber safety and security training to sensitise teachers about the risks arising from increased exposure to the internet and further enable them to safeguard students from the same
- Helping prepare digital study material that could be easily accessed by students in the absence of physical books.

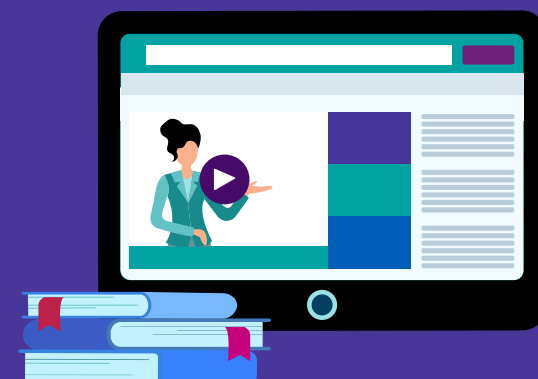


Teacher receiving laptops for online teaching



Through the support of our sponsors like KPMG in India, we have been able to pay full salaries to our teachers throughout the pandemic

Anand C.
Director,
Shishu Mandir,
Bengaluru



INVESTING IN TEACHERS

Janyaa Foundation



a. About the organisation

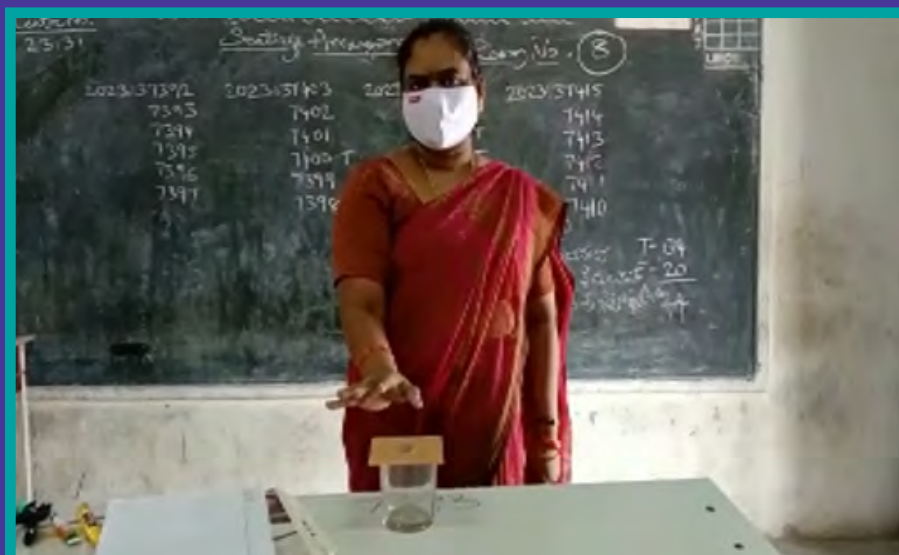
Janyaa Foundation is a non-profit organisation focused on developing creative problem-solving skills among children studying in grades six to 10 at government schools in Andhra Pradesh and Telangana. They provide teacher training and sensitises parents on the importance of education. Teachers are equipped with tools to enhance the effectiveness of their Science and Mathematics lessons through a repository of over 500 experiments developed by the organisation.

b. Our support



We have been supporting Janyaa Foundation's teacher training workshops since 2018, covering over 390 teachers who in turn impacted more than 13,200 students from government schools and 7,500 tribal children from rural schools in India. In 2020-21, we have supported the training of over **200 teachers** that impacted more than **5,300 students**.

In addition to this, over 90 KPMG in India's employees volunteered to prepare Science and Math worksheets for students from grades three to 10. These worksheets were translated into local languages and shared with students when Janyaa Foundation visited tribal areas for distributing food.



Teacher training conducted by Jaanya Foundation

SUPPORT TO NGO RUN SCHOOLS

5d. d. Cyber security education

Need for creating awareness on cybersecurity at schools:

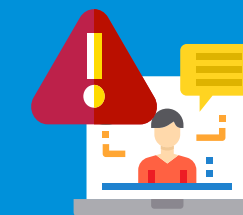
It helps to ensure children and young adults have a safe experience while being exposed to the internet



Equips teachers and students with necessary cyber security skills



Help users identify and mitigate potential risks



Challenges due to the pandemic

- Unprecedented use of internet enabled easy access to digital media
- High rise in screen time
- Increased vulnerability to cybercrime and cyber-bullying
- Children, parents and teachers ill-equipped to keep themselves safe from cybercrimes and threats.



Our support

While the internet has helped us stay connected amidst the pandemic and amplified the use of digital channels, it also increases the risk of being exposed to cybercrimes.

As part of the **Global Cyber Day programme**, KPMG in India cyber security professionals conducted online sessions for students at our partner schools on how to use the internet safely at home. They covered topics such as cyber security, internet risks, precautionary measures students should adopt when using social media platforms, possible virus and spyware attacks to be aware of.

The team also conducted a session for the teachers and staff members that covered additional topics such as precautions to be taken while accessing online learning tools, how to help students about online safety, etc.



- Impacted over **500** students from nine of our partner NGO schools across four cities
- Over **270** teachers and staff at **11** of our partner schools across seven cities



With help of cyber security training, teachers feel better equipped to address the risks that come with exposure to technology

Prerna Oberoi
Teacher and school coordinator, Vidya School, Gurugram



SUPPORT TO NGO RUN SCHOOLS

5d. e. KPMG's Family for Literacy (KFFL)

Need for a reading programme:

The ability to comprehend and communicate effectively in English enhances the confidence of students. While the children we support study in English medium schools, effective spoken English remains a barrier, especially since they cannot receive additional help at home.

Through our various English learning programmes we aim to develop their reading and comprehension skills.

Over **710** hours spent by our volunteers and their families reading to over **500** students

Challenges due to the pandemic

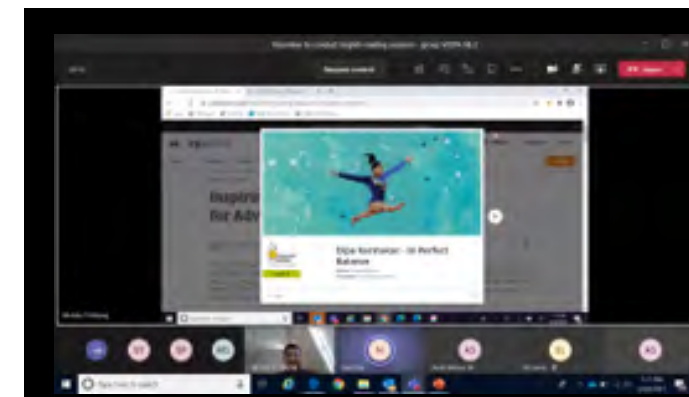
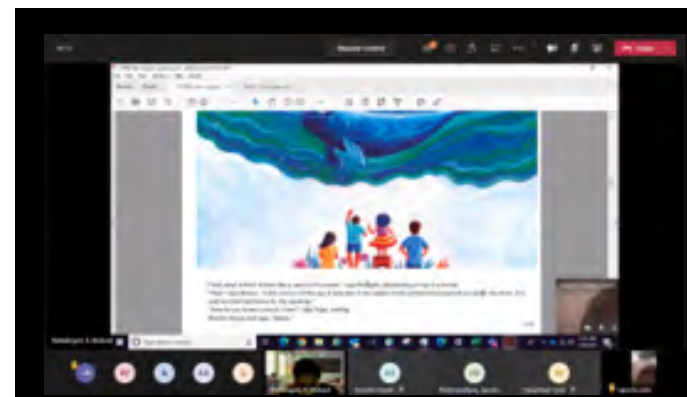
- English learning programmes were suspended due to school closure
- At the onset of the pandemic, many students lacked devices to connect online
- Students are unable to practice the English language at home
- Lack of access to the library books.

Our support

We help set up libraries at schools so that children have access to good quality books. In addition to this, we also help set up English language labs at schools to help children practice and improve their spoken English at their own pace.

- At the onset of the pandemic our volunteers created short video stories in English that were shared with parents to help in keeping the children engaged at home and keep the momentum of learning going
- Employees from the firm participated in virtual marathons to raise funds for providing students with tablets for online classes
- Our people conducted virtual English reading sessions on a recurring basis once majority of the students had access to a device.

ENGLISH



Volunteers conducted virtual reading sessions and created short video stories in English

SUPPORT TO NGO RUN SCHOOLS

5d. f. Additional academic support

Need for after school support:

The students at our partner schools are mostly first-generation learners. They are unable to get help on their academics and primarily rely on the support they get from the school.

After school coaching helps students understand difficult concepts in a conducive environment as they are divided in smaller groups basis their learning abilities.

Challenges due to the pandemic

- Due to the pandemic, schools were unable to organise regular after school coaching
- Teachers were unable to provide one-on-one attention to weaker students
- Parents were unable to provide support at home.

Our support

- Financial assistance to enable after-school coaching organised by the schools
- Volunteers conducted remedial classes in subjects such as Mathematics, English and Accountancy. Through this they were able to extend their technical and practical knowledge to teaching a subject.

We supported the after school coaching for over **690** students



“

After attending online classes if the children require any guidance at home, that is not available at all as the parents are not able to support. That gap is getting filled

Sanjay Drabu,
Founder and
Trustee - OM
Foundation, Noida

”

Volunteers conducted regular remedial classes for the students



SUPPORT TO NGO RUN SCHOOLS

5d. g. Infrastructure support

Over **1,550**
students
impacted



Need for infrastructure support at schools:

Good infrastructure facilities are key elements for a school to create a conducive learning environment for students. Given that schools we support are either charitable institutions or NGO run schools, they often lack the resources for setting up quality infrastructure.

We continue to work towards strengthening the infrastructure and other resources of the NGO run schools we work with.

Challenges due to the pandemic:

- Need for infrastructure to support social distancing during in-person classes
- Infrastructure support to enable effective online teaching.

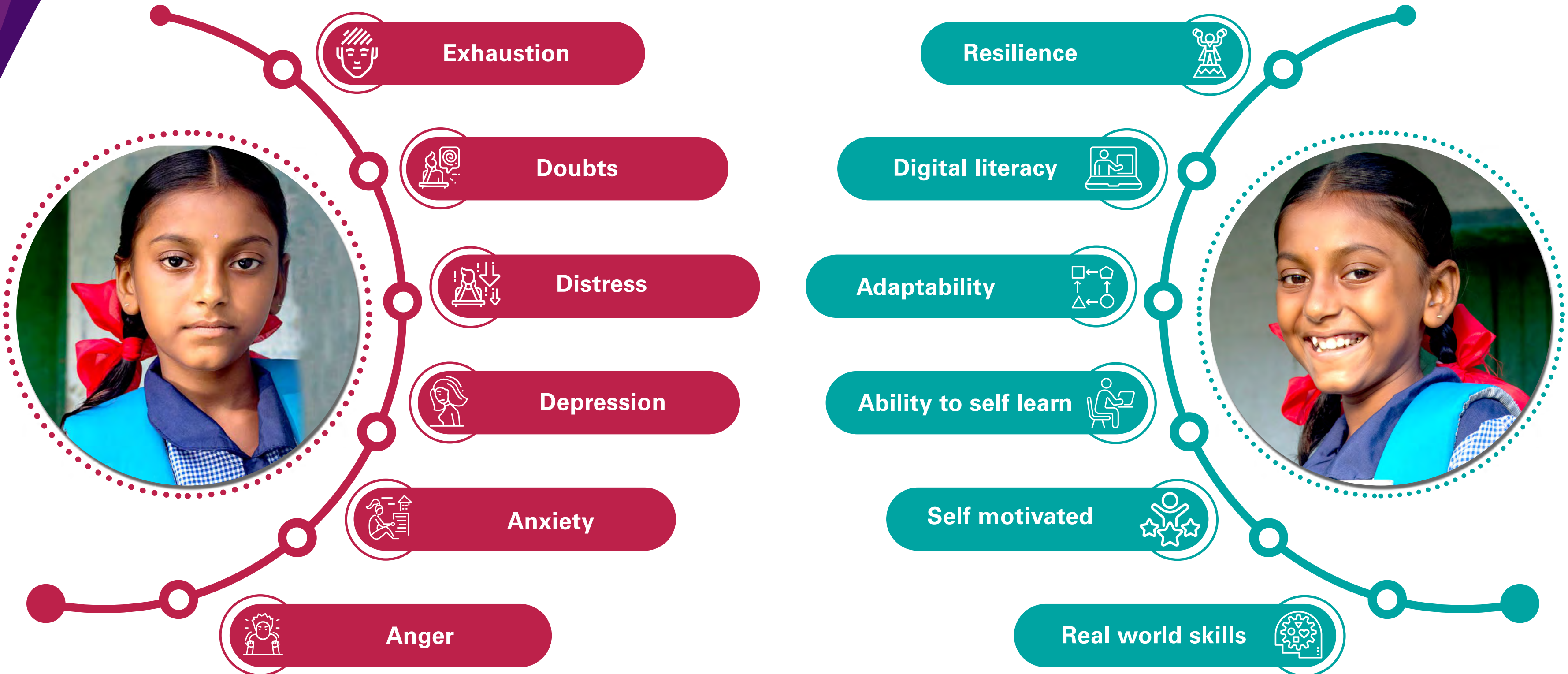


Our support

- Individual desk and chair for classrooms to enable social distancing when schools reopen
- Furniture for the staff area
- Digital classrooms with interactive boards, projectors and screen that enabled teachers to take live classes from school and students could attend the sessions remotely.



The silver lining - what have students gained from this experience?



SUPPORT TO NGO RUN SCHOOLS

Some of the teachers share their experience on remote schooling

I used to be very bad with technology before COVID-19 began. **The pandemic forced me to learn how to use technology platforms for teaching.** In the beginning I had to keep calling friends to help me. Now I am in a better situation.

Arokia Mary
Primary teacher, Shishu Mandir, Bengaluru



I had one parent who called and appreciated the fact how **teachers are able to engage a classroom full of students** for 40 minutes while parents are struggling to keep the children engaged at home for a little while.

Preeti Maria D'Souza
Math teacher, Shishu Mandir, Bengaluru



Remote schooling has been stressful, but **I believe as teachers it is our responsibility to ensure the well-being of our students.** Their mental health was a primary concern, which is why we made sure to stay in constant touch with the students and their families.

Harshika Sharma
Primary teacher, Vidya School, Gurugram





LIFELONG LEARNING
5d. ii. Aspire



Need for the programme

The Aspire programme is an integral part of our commitment to enable social inclusion and economic prosperity through education.

India has among the highest number of children living in poverty. This coupled with the girl-child often being regarded as a burden, to be married off at an early age, results in girls being stuck in a cycle of poverty due to lack of access to education.

Through the Aspire programme we aim to provide young girls from disadvantaged socio-economic backgrounds an equal opportunity to pursue their education and empower them to achieve their goals. The programme boosts the morale and confidence of the girls, encouraging them to select a profession of choice and obtain financial independence.

Most Aspire girls being first generation learners, the program not only offers financial support but also provides mentorship, guidance, and several other interventions to enable a holistic and well-rounded development of the girls.

Support the education of these students starting from grade nine till graduation

Assist the students to build a career and subsequently acquire a job

Invest in personality and skill development of students

Provide career and personal guidance through mentoring and counselling



“

Session on gender sensitisation was very informative. I attended it with my entire family, and they felt it was very informative and practical.

Rushmat Rani

Second year, Banasthali Vidyapith, Rajasthan, Alumna of Om Foundation, Noida

”



Anatomy of the Aspire programme



Click on (+) icon to read more

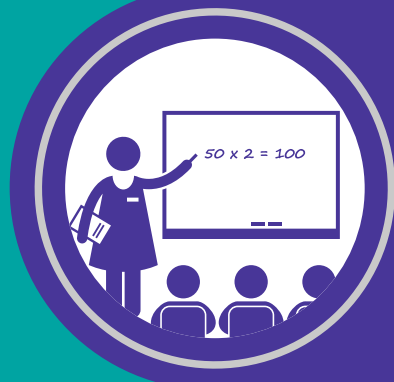
Our impact in 2020-21



Impacting over
260 girl students - 216 are
in school and 47 in college



Impacting girl students
across **seven schools**



Over **43,400 hours** spent
on training in 2020-21



Eight students have
completed their graduation



Over **60 women leaders**
from the firm serve as mentors



Over **80 laptops and
tablets** given to students



Aspire

Online Convention 2020-21 | 28 November 2020

INSPIRE | ACT | ACHIEVE



Aspire Online Convention 2020-21

28 November 2020

We successfully concluded the Aspire Online Convention 2020-21 for over 230 girl students from our partner schools in Bengaluru, Gurugram, Mumbai and Noida.

It was for the first time that the event was organised virtually due to the COVID-19 pandemic. However, this did not dissuade the students from showing the same level of energy and enthusiasm that they bring to the event every year.

The essence of the event was to carry forward the spirit of the Aspire programme and inculcate the practice of giving back within the girls as well as to enhance the learning opportunities of these students through the various informative sessions.





Hover over the images to know more about the sessions

Breaking barriers for a better tomorrow

1. A symbol of resilience: Kulsum fights all odds to achieve her dreams

The year in COVID-19, especially during the lockdown has been challenging for all of us. How has your year been like since the pandemic?

Last year in March, when we were hit by COVID-19 and were housebound due to the lockdown, I became quite temperamental and could not understand what I was going through. I started to draw as a hobby and realised that painting helped me channelise those feelings into something positive and allowed me to express my emotions through art. Although I had been painting for a long time, I never knew that it could calm me in such a profound way. This is when I decided to start my own social media channel 'Kulsum's Kreation' so that I can share this joy with as many people as possible.

We know that you did not have any fancy set-up to create videos for your channel. However, you managed with the resources at your disposal. What motivated to follow your interests with such passion?

During lockdown I stayed connected with my mentor Remya mam through virtual sessions. Her encouraging words to pursue my hobbies motivated me to explore different ways of expressing myself. Hence, I began to write as well. I am proud to share that I have recently co-authored my first upcoming anthology called 'Confession of an Indian teenager'.

I am not only a student but also a digital creator and a published writer. I feel like there is so much more waiting for me. Aspire has taught me that a little willpower and a never-give-up attitude is all it takes to conquer anything that comes in the way of your dreams.



Name: Kulsum Mustafa Shaikh

NGO associated with: Gandhi Shikshan Bhavan, Mumbai

College: Gyan Kendra's Professor Ramnath Pandey Junior College, Mumbai

Course: Second year, Science



1. A symbol of resilience: Kulsum fights all odds to achieve her dreams (continued)

It is inspiring to see how you pursue your hobbies with such enthusiasm. Do your parents get concerned about your studies and career?

when I started my social media channel, my parents were a little concerned about my studies being affected but were very supportive of my journey and always encourage me.

I was facing a challenge to decide my career path after grade 10. I had worked hard and passed my grade 10 exams with first division scores. However, there were a people who expected me to get higher grades and expressed their disappointment. They even discouraged me from taking up Science in grade 12. This made me feel dejected and I began to question my own capabilities. It was my mother who supported my decision and motivated me to follow my dreams.

You are pursuing Science from Gyan Kendra's Professor Ramnath Pandey Junior College. What made you choose this specialisation?

The career counselling I received through the Aspire programme helped me narrow down my choices. Further, observing our personal counsellor during the group sessions introduced me to the field of psychology as a career. I am now determined to become a psychologist. Hence, I decided to take up Science despite the criticism I received and began to put in more efforts to turn my dream into reality.

“

When I met Kulsum Shaikh, she was just like any other average student but over the years, I have seen her evolve into this determined and focused individual who not only works hard to study but also puts herself out there by sharing her creative side on social media and is always seeking opportunities to grow and become better.

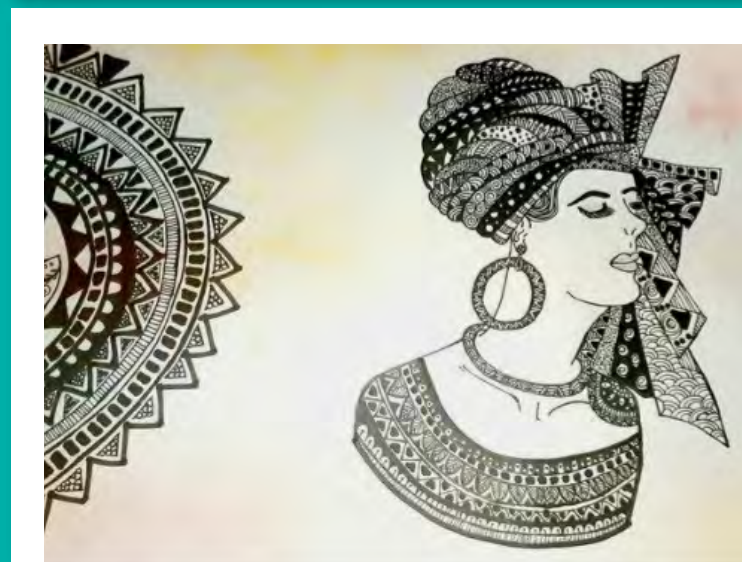
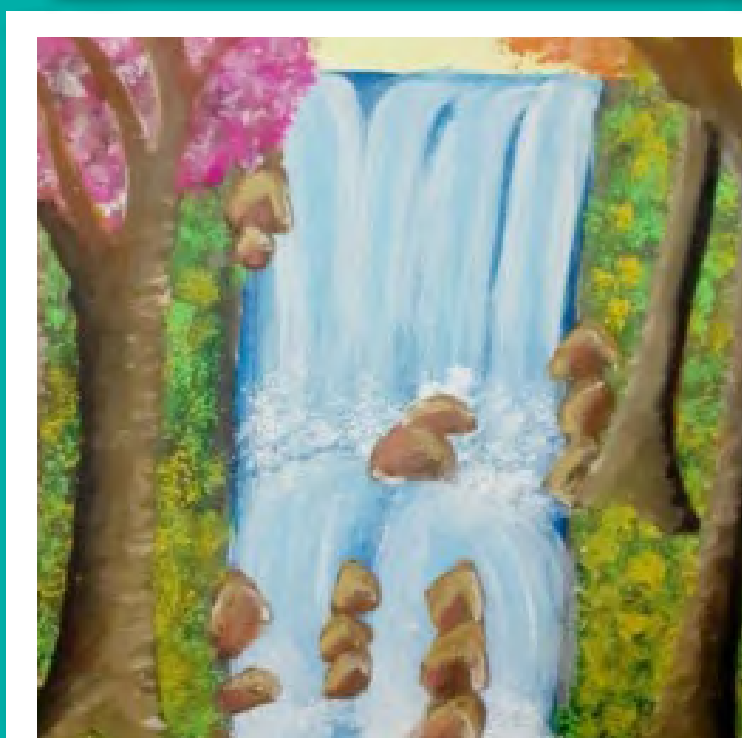
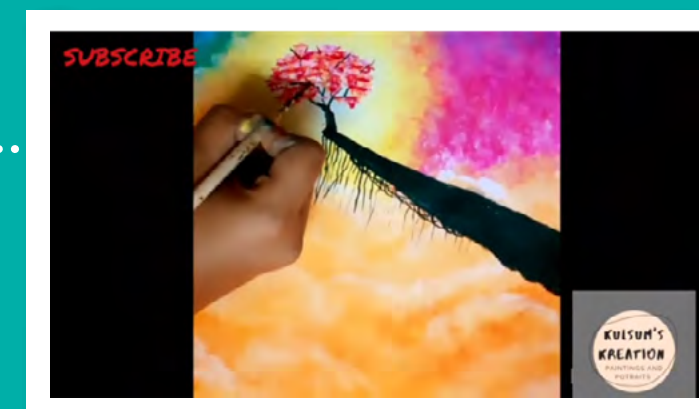
Remya Raj

Director - DTI-Oracle

KPMG Advisory Services Private Limited



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Breaking barriers for a better tomorrow

2. A torchbearer of empowerment; Nandini's inspiring journey of giving back

You started volunteering very early, when you were in grade nine. Would you like to talk about some of the work you did while you were in school?

While growing up, I was docile and not confident. During this time, a constant source of motivation was my alma mater Shishu Mandir, Bengaluru. While in school, I got many opportunities to learn, grow and perform, which helped me overcome the challenges I faced.

Then in 2014, everything changed when I was selected to be a part of the Aspire programme in grade nine. The guidance and support I received from the school and my Aspire mentor motivated me to become resilient and responsible for myself. I made a conscious effort to handle problems differently and focus on my personal development.

Consequently, I was appointed as the School Captain and President of Shishu Mandir Rotract Club and that gave me several opportunities to contribute towards volunteer work. It involved conducting study camps for children and working with the transgender community, amongst others. This is when I realised that my passion lies in helping people and I must do something more to contribute to the society.

What motivated you to start Advaya Educational and Charitable Trust?

The desire to “help” motivated me to start my own NGO Advaya Educational and Charitable Trust. After the outbreak of COVID-19, many migrant workers in my community lost their jobs and some were even forced to take their children along with them to work. In order to address this issue, with the help of a few dedicated friends and well-wishers, we established a safe learning space for children where we teach them art and crafts, basic English and Kannada etc. so they don't need not go to work. We also conduct rehabilitation programmes to control child labour.



Name: Nandini Govind

NGO associated with: Shishu Mandir, Bengaluru

College: Jyoti Nivas College, Bengaluru

Course: Completed Bachelor of Commerce



2. A torchbearer of empowerment; Nandini's inspiring journey of giving back (continued)

You have been giving back selflessly over the years, what have you gained personally?

I am grateful to my school and Aspire for supporting me throughout my journey. Receiving their support has taught me gratitude and empathy. I have been in difficult situations myself in life, having experienced that, I know how it feels. This is why I never hesitate to help someone in need. Through Advaya, I want to do my best to empower children especially the girls from remote villages and underprivileged communities who are still considered a burden. I want to encourage children to overcome their challenges, get educated and make a future of their own.

What is your vision for the future?

The girl child is still seen as a burden in our community, and as I have been supported by Shishu Mandir and KPMG in India, I want to encourage children from the slum to come out of their comfort zone, start going to school, study and be able to take care of themselves.

“

Nandini belongs to the Lambani tribe, a community that doesn't encourage its girls to pursue education. And yet, here she is, a girl with a mission; studying for her B.Com degree while also on a mission to educate children of migrants who live in makeshift huts in Bengaluru.

She has been an all-rounder at school, who preserved to achieve excellence in both academics and well as extra-curricular activities that also involved working in communities. When the lockdown was announced in March 2020, Nandini refused to stay silent. She took to the streets and offered to help people who were in need. She supported many people with food and medicines. Every day she would cook meals for over 200 people all by herself. She also started teaching children who had no access to schools during this time.

While we are happy to hear her saying that Shishu Mandir has inspired her, I, without any hesitation, wish to say that she is now inspiring all of us.

Anand C.

Director, Shishu Mandir, Bengaluru



”



Breaking barriers for a better tomorrow

3. With a never-give-up attitude Rushmat is realising her dreams to reality

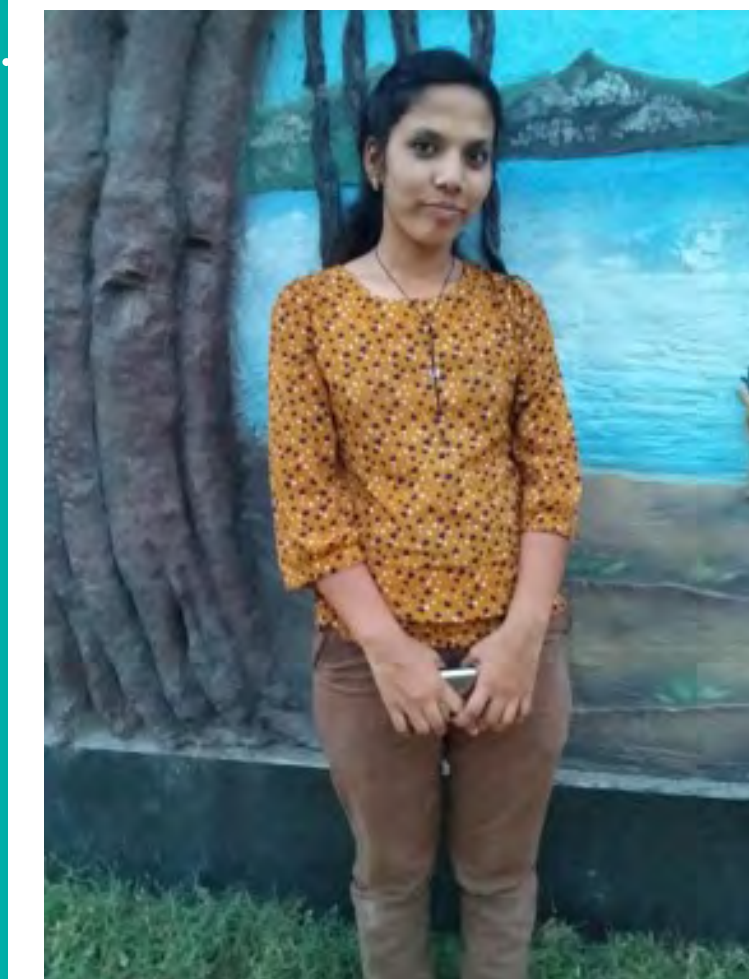
You are the first girl from your family to be pursuing graduation. How do you feel about this achievement?

I count myself lucky to have completed school and now pursuing graduation from Banasthali Vidyapith, Rajasthan, a well-known residential university for women.

Growing up in a society where girls' education is not given priority, there was a high probability that I would not have received a chance to pursue my higher education. I come from a humble family where I grew up along with five siblings. My father owns a tailoring shop and my mother is a homemaker. It was very difficult for my family to support my college fees. I am grateful that because of my hard work and academic performance, I was nominated from my school, Om Foundation, to receive scholarship under the Aspire programme in grade nine. Since that day, I have not looked back and have my eyes set on my goal.

We are proud of all your hard work and achievements. Would you like to share about your goal in life?

Like every child I have grown up thinking about my dreams and aspirations. I want to complete my education and become a fashion designer. Currently I am pursuing Bachelors in Designing. I am in second year of college right now and plan to start my own business after completing graduation. When I look back, it feels that with the support I have received, I am very close to attaining my dream.



Name: Rushmat Rani

NGO associated with: Om Foundation, Noida

College: Banasthali Vidyapith, Rajasthan

Course: Second year, Bachelor of Design

3. With a never-give-up attitude Rushmat is realising her dreams to reality (continued)

How has the support through Aspire helped you in your journey so far?

In addition to supporting my education, I got opportunities to participate in additional training sessions, received counselling and most importantly, mentoring. My mentor, Aradhna ma'am, is loving and has always motivated me to stay focused on my goals. I also want to thank her for always boosting my morale and helping me keep my spirits up during difficult times.

Overall, through my journey with the Aspire programme, I have grown to become more confident, resilient and outspoken.

“

I have seen Rushmat grow from an extremely shy girl to a confident young woman. She has developed a go-getter attitude and transformed into a person committed towards her goals. Despite the difficulties at home, she never shies away from putting her best efforts. She has great potential and I am proud to say that I foresee success awaiting her way.

Aradhna Garg

Associate Director, DTI-Oracle, KPMG in India
Mentor with our Aspire programme since 2018



”



Breaking barriers for a better tomorrow

4. Carving her own path to success; Sanjana's inspiring journey of coming a full circle

Being a first-generation learner, what has your experience been like?

History is made not only by great people, but common people too, in their own ways. I am one such ordinary girl who is going to create history by becoming the first graduate in my family. This matters to me because I come from an orthodox background, where social maladies like oppressive patriarchy, restrictions on women, and unjust social practices still exist.

While my cousins back in the village got married when I was about to complete high school, I was given a chance to pursue my dreams and fly. This journey has not been easy, but my mother helped to make it possible; she bore the brunt to make sure that her daughter does not end up in the same fate as hers.

You have been an achiever throughout. Would you like to share a few words on your academic journey?

I joined VIDYA in 2004 in nursery and graduated in 2018 with 95% as the school topper. After which, I got admission in one of the top educational institutions in the country- Lady Shri Ram College for Women. I always possessed a hunger to learn, so I have always been a top performing student in my class. My merit also bagged me the Aspire scholarship supported by KPMG in India. My constant efforts in extra-curricular activities like joining various social groups and holding positions of responsibilities have given me an extra edge over my peers.



Name: Sanjana Nagar

NGO associated with: Vidya Integrated Development for Youth and Adults (VIDYA), Gurugram

College: Lady Shri Ram College for Women, Delhi University

Course: Completed Bachelor of Arts (English honours)

4. Carving her own path to success; Sanjana's inspiring journey of coming a full circle (continued)

How has Aspire helped you to prepare for your professional journey?

Although I have come a long way, I still have miles to go. The Aspire programme has held my hand from the time when I was in grade nine. The various skill training, additional courses and mentoring sessions have helped in my holistic growth over the years.

The English communications course instilled confidence in me to gracefully adapt to the exclusive environment of Lady Shri Ram College. I was able to crack internship interviews because of the guidance I received in one of the sessions. The advanced IT course helped me complete my internships effectively and maintain data of my team members as their leader. Online counselling sessions held during the lockdown have helped me gain back my confidence and move forward.

Your hard work reflects in your achievements. Would you like to share a few words of advice for your fellow Aspire scholars?

A short message that I'd like to give my fellow Aspire friends would be- always stay true to your roots. You don't have to be ashamed of the kind of background you come from. Accept it but only to change it. Life would be full of hardships, but you will make your way. Focus on your education because that will free you of all the social shackles. Never be afraid to take up new opportunities and be hungry to learn from your experiences.

Being an alumna, Sanjana, cares about the growth of her alma mater and is regularly involved in the school's activities even after graduating. We are proud to see how this soft-spoken girl has grown into a confident woman with indomitable spirit.

Ila Sarin

Principal, Vidya School, Gurugram



Dreaming big for a brighter future

Our Aspire alumni raise the bar by taking the next big step towards their career. They have overcome obstacles to realise their goals and continue to persevere.



Vivelia

She has completed her Bachelor of Science (Zoology) from Jyoti Nivas College, Bengaluru and is now pursuing her Master of Science (Life Science) from Mount Carmel College, Bengaluru



Karishma Pal

She has completed her Bachelor of Arts from R.D. National College, Mumbai and is currently pursuing her Diploma in Education from Manjara Charitable Trust College, Mumbai

Khushboo

She has completed her Bachelor of Computer Application from Jamia Hamdard, New Delhi and is now pursuing her Master of Computer Application from Bhai Parmanand Institute of Business Studies, New Delhi

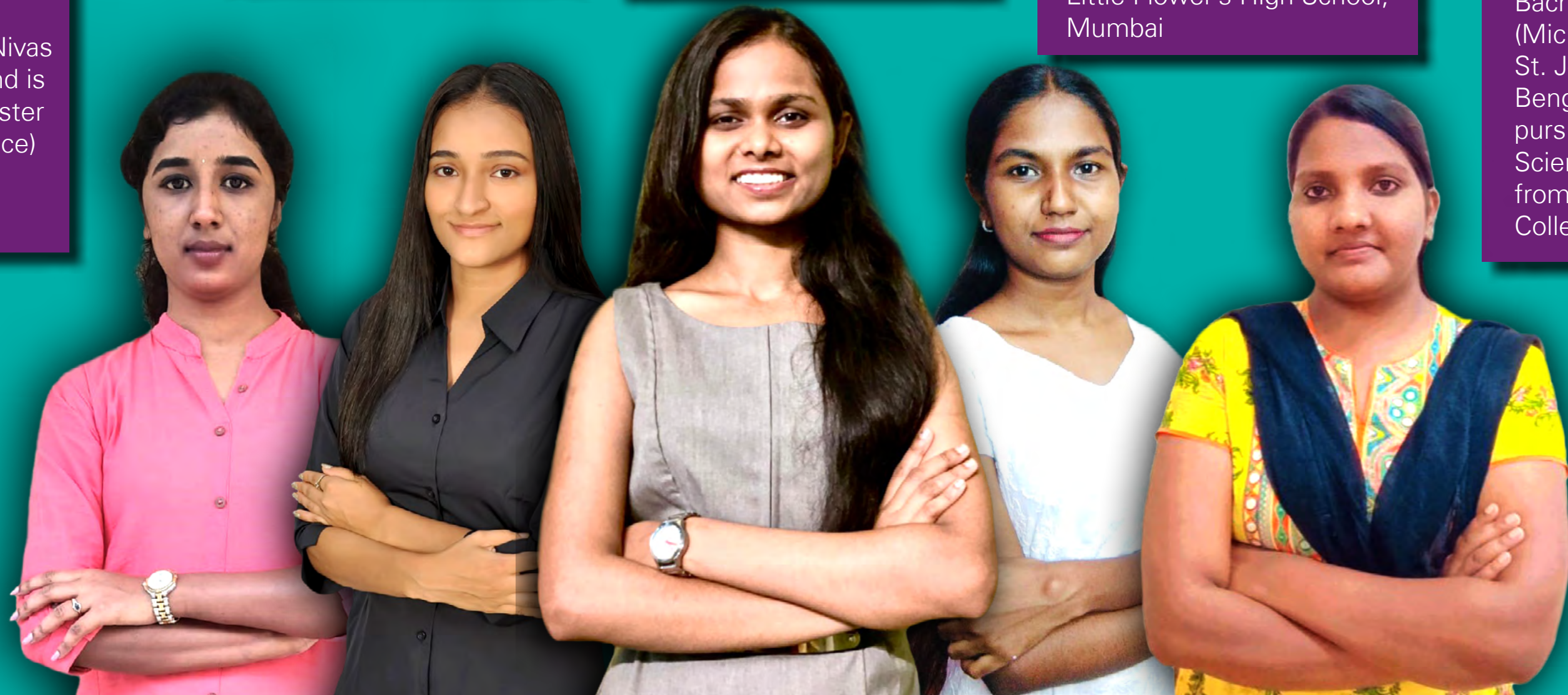
Asawari Sarang

She has completed her Bachelor of Arts from R.D. National College, Mumbai and Bachelor of Education from Bombay Teachers Training College, Mumbai. She is a teaching English and History to middle grade students at The Little Flower's High School, Mumbai



Vishalakshi M.

She has completed her Bachelor of Science (Microbiology) from St. Joseph's College, Bengaluru and is now pursuing her Master of Science (Life Science) from Mount Carmel College, Bengaluru





LIFELONG LEARNING

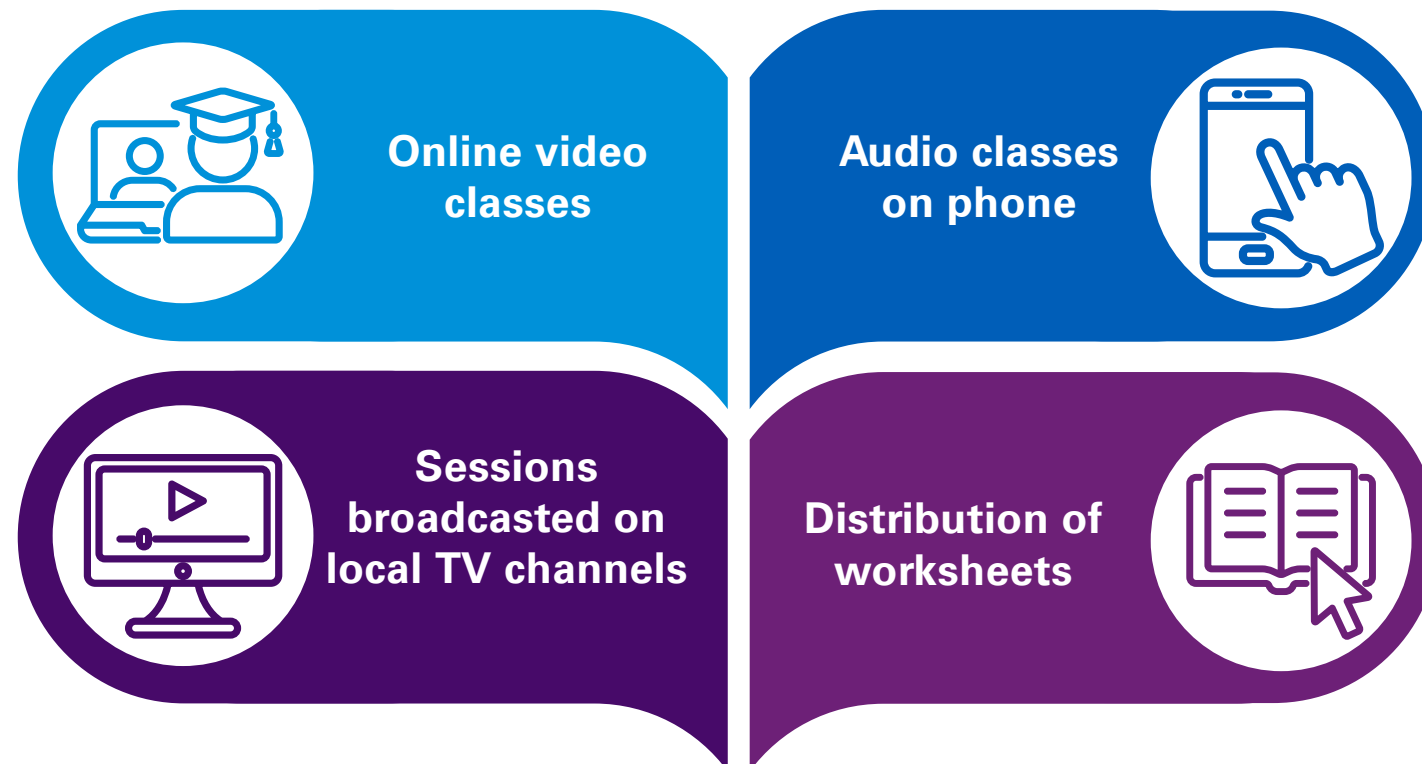
5d. iii. Supporting children in rural communities

a.eVidyaloka

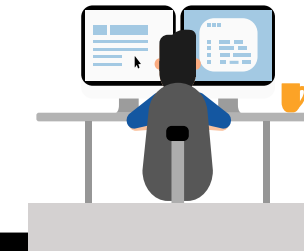
We work with eVidyaloka, a not-for-profit organisation, that focuses on transforming the educational landscape of rural India. eVidyaloka creates digital classrooms for students at government schools in underserved and remote parts of India where volunteer teachers coach students remotely.

During the pandemic, eVidyaloka pivoted its model to an inclusive multi-mode delivery programme to ensure continued learning of students in rural areas who had no access to mobile devices or digital classrooms.

Some of their initiatives included:



Our support includes:



1. Sponsoring the operational cost of two digital classrooms at:

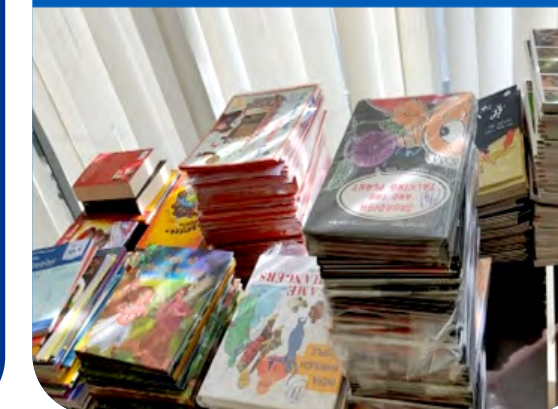
- Hesla village, West Bengal setup in 2018-19



- Chikkaballapur Government Higher Primary School in Kuppahalli village, Karnataka setup in 2019-20

2. Book distribution

Our employees donated over 550 books that were distributed amongst children in grade six to eight in rural areas and remote villages located in Tamil Nadu, Karnataka, Andhra Pradesh, Uttar Pradesh and Jharkhand



3. Developing study material

Over 75 volunteers helped develop easy-to-comprehend study material on academic and non-academic topics. This was shared with students in remote villages. These material included worksheets, lesson plans and quizzes



SUPPORTING CHILDREN IN RURAL COMMUNITIES

b. Turn Your Concern Into Action Foundation (TYCIA)

We worked with Turn Your Concern Into Action Foundation (TYCIA), a not-for-profit organisation, that offers inclusive and equitable education and lifelong learning opportunities for the marginalised sections of the societies, who have difficult or poor access to quality education.

We sponsored the education of over **360 girl students** belonging to the Korku tribal community in Khandwa, Madhya Pradesh. These primary and middle grade students were deeply impacted by the pandemic as the government schools in the villages were not functioning and the students had no access to any alternative means to ensure the continuity of their education.

Through our support, TYCIA enabled:

Distribution of food supplies and other essentials to **over 500** severely impacted families across six villages.



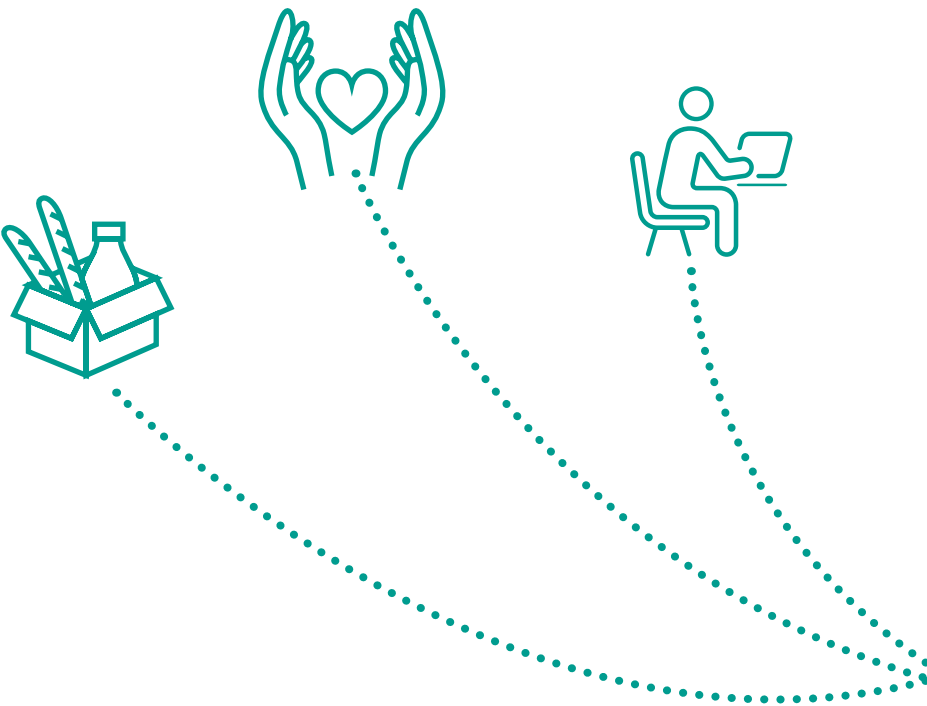
Held community meetings and awareness sessions to reiterate the importance of continuing education. This included involving multiple stakeholders within the community as well.



Trained teachers who also served as community mobilisers.



Operation from six learning centres that ensured continuation of education while adhering to all social distancing protocols.



Classes in progress at the learning centres





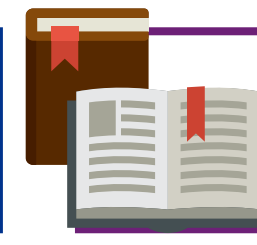
LIFELONG LEARNING

5d. iv. Empowering persons with disabilities through skills development

As a firm, we uphold the values of inclusion and diversity with one of our key focus being empowering persons with disabilities (PwDs). We believe in a future where everyone feels included and diversity is embraced. While we continue to inspire bold inclusion and empower change within the firm, we strongly believe the need to lead by example and have supported organisations with similar vision.



Need: The need to provide equal opportunities (for PwDs) becomes even more crucial when the situation is coupled up with socio-economic issues.



Objectives: Provide the beneficiaries with opportunities to join mainstream society by providing education and vocational/ skill training.

Our support to the organisation:

Our volunteers conducted multiple virtual training sessions for the youth at Sujaya Foundation to help build their life-skills. The sessions are conducted in the presence of trained teachers from the organisation who use sign language to interpret the content for some students.

Some of the topics included:



Personal grooming and hygiene



Basic conversational english



Leadership skills



Work ethics

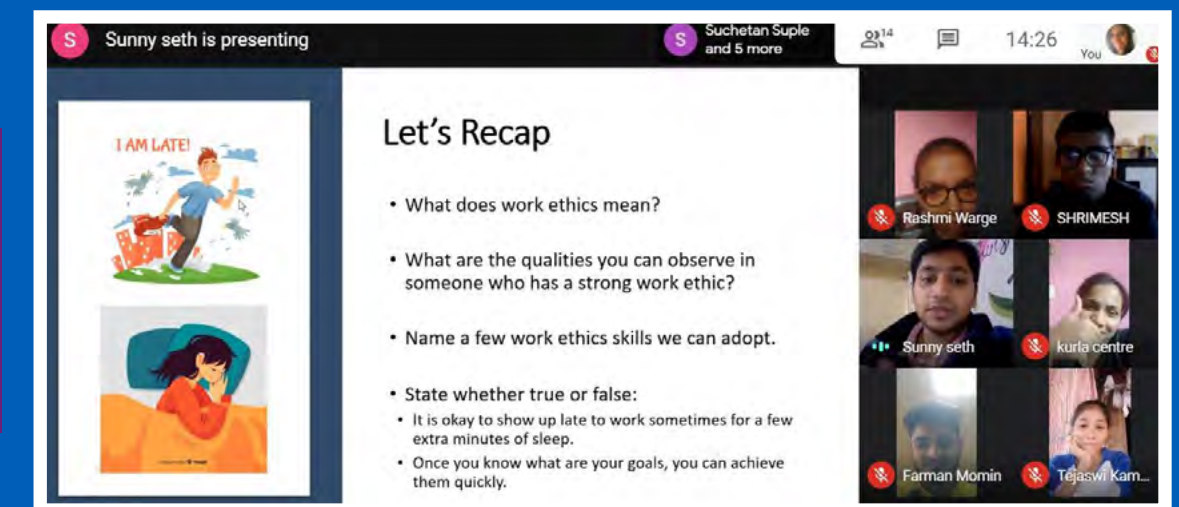


Resume writing and interview handling

These sessions were conducted with students with speech and hearing impairment, learning disabilities, borderline mental retardation, intellectual disability, and orthopedic locomotor disabilities.

About the organisation:

Sujaya Foundation works with underprivileged youth and persons with disabilities by providing them education and equipping them with employability skills. They conduct digital and linguistic training for their beneficiaries and also help them in securing paid internships and placing them in jobs.



Quotes from Sujaya Foundation



I personally enjoyed all the sessions. It taught us about all the important things in job and personal life. Leadership skills, personal grooming and hygiene, work ethics etc. all the topics were explained to us very nicely. Few things that I learned are punctuality, time management, respect etc. I really like how trainers explained us with help of videos. We all enjoyed quizzes in the session.

Pallavi

Student, Sujaya Foundation



Volunteering sessions were helpful for all the students. The KPMG in India team had used a lot of audio and visuals in their session which helped the students with disabilities to understand things well. The students enjoyed quizzes in the session and have gained insights on a lot of topics which will help them by improving their employability. A big thank you to the KPMG in India team.

Varsha Khandelwal

**Centre Manager and Trainer,
Sujaya Foundation**



Quotes from KPMG in India volunteers



It has been an extremely enriching and satisfying experience to share about my life events with students of Sujaya Foundation. The students have shown extensive enthusiasm in learning leadership skills and basic conversational English. It gives me an immense sense of happiness that in some way I have been part of those student's journey into the real world.

Abhineet Sarkar

**Manager – DTI
KPMG in India**



I was very glad to conduct sessions related to Leadership skills, Work Ethics and Personal Grooming & Hygiene for youngsters associated and supported by Sujaya Foundation. The students actively participated in the entire session and were very responsive to various questions raised during the quiz. Overall, it was a great experience and learning too.

Nilesh Gauda

**Director,
G&PS - Digital and Technology
KPMG in India**





LIFELONG LEARNING

5d. v. Scholarships

a. Foundation for Excellence in India Trust (FFEIT)

FFEIT is a not-for-profit organisation committed to helping economically disadvantaged and academically bright students in India accomplish their goals of pursuing higher education in the fields of Engineering, Medicine, Pharma and Law.

The programme is dedicated in memory of our former Deputy CEO Late Akhil Bansal and will be referred to as the FFE-Akhil Bansal KPMG in India Scholars programme.

Our support

Scholarships

We sponsor the scholarships of **20** academically gifted and financially deserving girl scholars in Karnataka, Delhi, Uttar Pradesh, Tamil Nadu, Maharashtra, etc.



Mentoring

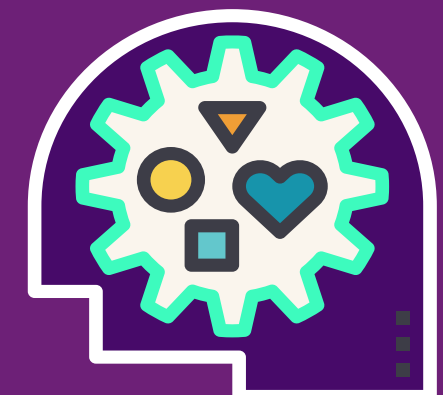
Seven women leaders from the firm serve as mentors to **10 girl students** being supported by us. These mentoring sessions provide guidance, motivation and encouragement the students need to maneuver the challenges of college life and prepare for their professional careers ahead.



Life skills sessions

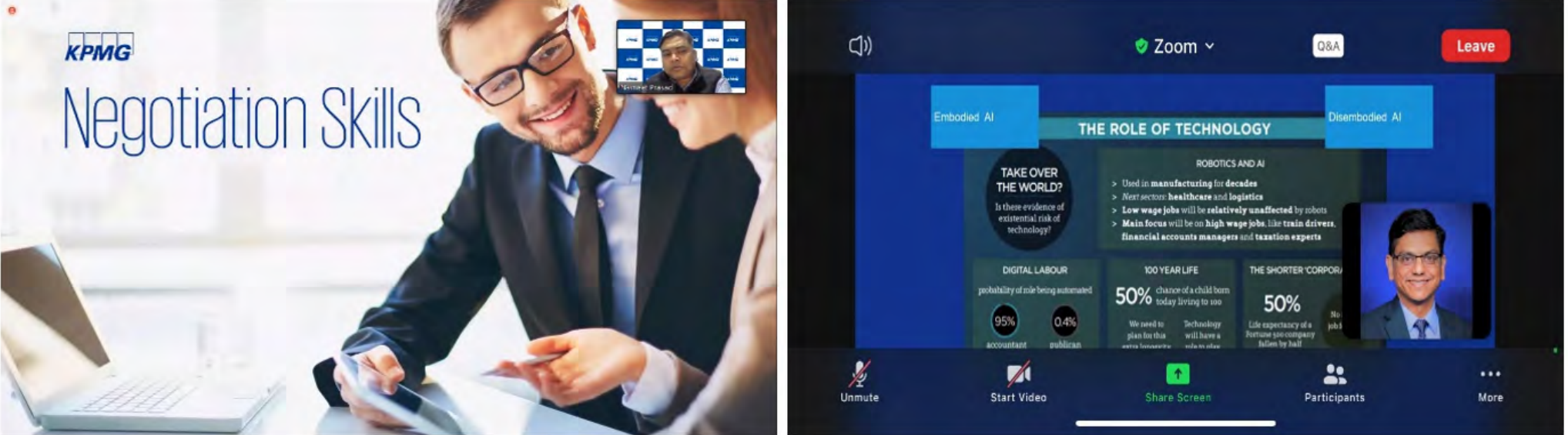
Eight senior leaders from the firm conducted virtual sessions on life skills to help prepare the students for their professional journey. Some of the topics that were covered in the sessions included:

- tips and tricks for managing virtual interviews
- future of work
- negotiation skills
- personal branding
- public speaking
- resume building and work etiquette.



a. Foundation for Excellence in India Trust (continued)

Over **230** students benefitted from the life skills sessions



Negotiation Skills

THE ROLE OF TECHNOLOGY

TAKE OVER THE WORLD?
Is there evidence of existential risk of technology?

ROBOTICS AND AI

- > Used in manufacturing for decades
- > Next sectors: healthcare and logistics
- > Low wage jobs will be relatively unaffected by robots
- > Main focus will be on high wage jobs, like train drivers, financial accounts managers and taxation experts

DIGITAL LABOUR
probability of role being automated

95% accountant
0.4% publican

100 YEAR LIFE
chance of a child born today living to 100

50% We need to plan for this extra longevity

THE SHORTER 'CORPORATE' LIFE
Life expectancy of a Fortune 500 company fallen by half

50% No job!

Sessions on life skills were conducted by senior leaders of KPMG in India



Quotes from the FFE - Akhil Bansal KPMG in India scholars



I am pursuing my Bachelor of Engineering (BE) in Sir M Visveswarayya Institute of Technology, Bangalore. I would like to thank you KPMG in India, my donor, with financial assistance in the form of FFE scholarship. I would also like to thank FFE for being the platform where I could show my worth to acquire this scholarship. I completed my first year i.e., first semester and second semester in engineering with SGPA's 9.15 and 10 respectively and presently I am the second year for which our online classes are going on.

In the meantime, which I spent in home due to COVID 19, I took up few online courses online which would help me in the coming years of engineering. With the scholarship amount I was able to repay the borrowed money which was used to pay my college admission fee. I feel so relieved now.

I aspire to become an IAS officer in the near future since it is my dream to do something good for the people of my country. I would be happy to be a donor like you in the future and help other deserving students.

Thank you very much KPMG in India for your donation. Thank you for letting me express my gratitude by this letter of thanks.

Panicker Chaitra

Course: Bachelor of Engineering (BE)

College: Sir M Visveswarayya Institute of Technology, Bengaluru



My name is Chanchal Suresh Gadodia and I am honoured to be the recipient of the Foundation For Excellence Scholarship and to my donor - KPMG in India. Your generous contribution has allowed me to pursue my Undergraduate degree at College of Engineering, Pune (COEP) and fulfil my dream of becoming an engineer.

I am currently enrolled in the B.Tech. programme in Electronics and Telecommunication. I got a Cumulative Grade Point Average (CGPA) of 8.64 in my 1st year. In order to upskill myself, I attended many Technical Workshops, Graphic Designing, etc. I will be graduating in 2023 after which I plan to pursue MBA/M.Tech.

I will use the knowledge, skills and experience I gain during my education to earn and contribute back to the society and community in every possible way to continue the mission of FFE of giving everyone an opportunity to pursue their dream professions.

Your contribution towards my College expenses, allowed me to focus on my academic pursuits. Without your donation, I wouldn't be able to achieve the grades necessary to fulfil my professional ambition of becoming an Engineer. Thank you for your continued support and investment in my future.

Chanchal Gadodia

Course: Bachelor of Technology

College: College of Engineering, Pune



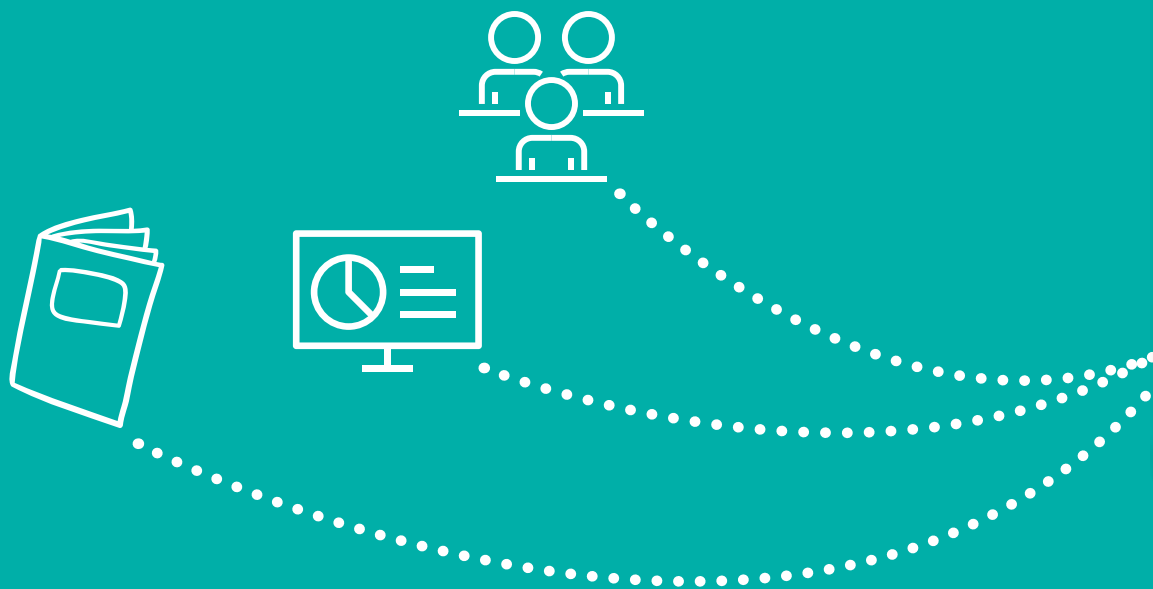
LIFELONG LEARNING

5d. v. Scholarships

Mukul Madhav Foundation (MMF)

Established in 1999, the Public Charitable Trust is known for its community initiatives in the healthcare, social welfare, and education sectors. With the help of like-minded corporate partners and other meaningful collaborations, the organisation has been working towards uplifting underserved communities. Through their programmes, they have been able to address 10 out of the 17 UN Sustainable Development Goals.

We have been working with MMF since 2018 and continued to sponsor the education of seven academically meritorious girls studying across grades one to 10 in 2020-21 at the Mukul Madhav Vidyalaya school in Ratnagiri, Maharashtra.



LIFELONG LEARNING

5d. v. Scholarships

c. Empowerment through Education

The Empowerment through Education programme aims to extend our lifelong learning focus to all our housekeeping and security staff at our offices. The programme supports the continued education of their children from school through college.

We support the school/college fees, cost of books and uniforms as well as transport costs for the children. During the pandemic, to ensure the education continuum of students, and enable them to connect to their online classes, we provided 100 students with tablets.

Over **145** students impacted in 2020-21



Tablets were distributed to our support staff so that their children could continue with their online classes



LIFELONG LEARNING

5d. vi. Enactus

Enactus is an international development organisation that supports future leaders and drives positive change in communities across the globe. Students at colleges and universities are encouraged to form teams on their campuses to create and implement community projects that empower people in need. This is done under the guidance of faculty advisors and business experts. The experience of being part of the Enactus programme not only transforms lives but also helps students develop the skills and perspective necessary to become effective, values-driven leaders.

Over 30 KPMG member firms have partnered with Enactus and have supporting the organisation for more than two decades.



Enactus college teams showcase the collective impact of their social entrepreneurial projects at the **National Competition**. They are evaluated based on how successful they were at using an entrepreneurial approach to empower people.

The competition helps determine the National Champion who then compete with teams from other nations at the **Enactus World Cup**.

In 2020, due to the pandemic, the competitions were organised virtually.



Hansraj College represented India at the World Cup in 2020. Their winning project Vriddhi focuses on preventing the burning of stubble, thereby addressing the problem of pollution.

The project has three verticals:

Tabdeel - uses stubble as a raw material for cultivation of mushroom

Shilpkari - creates handicrafts by converting stubble into paper

Nirmaan - helps convert stubble into boards that are used as construction material.



ENACTUS

Our support includes:



60 Partners and Directors from the firm mentor over 65 Enactus India colleges teams



Mentoring: Partners and Directors from the firm use their multi-disciplinary skills to help Enactus students reach strategic decisions and run sustainable businesses. They continued to support and guide the teams even during the pandemic by collaborating with them virtually.



Ten colleges teams receive the Business Ethics Grant



Business Ethics Grant: We encourage teams to incorporate ethical practices in their business models. Ten teams were awarded the grant in 2020-21.



Session on the importance of business ethics



Session on the importance of business ethics: We organised a session for the students on the importance of business ethics. The session gave them insight on the kind of ethical dilemmas they might come across while running a project and what should be the right thing to do.



Volunteering for the National Competition and World Cup

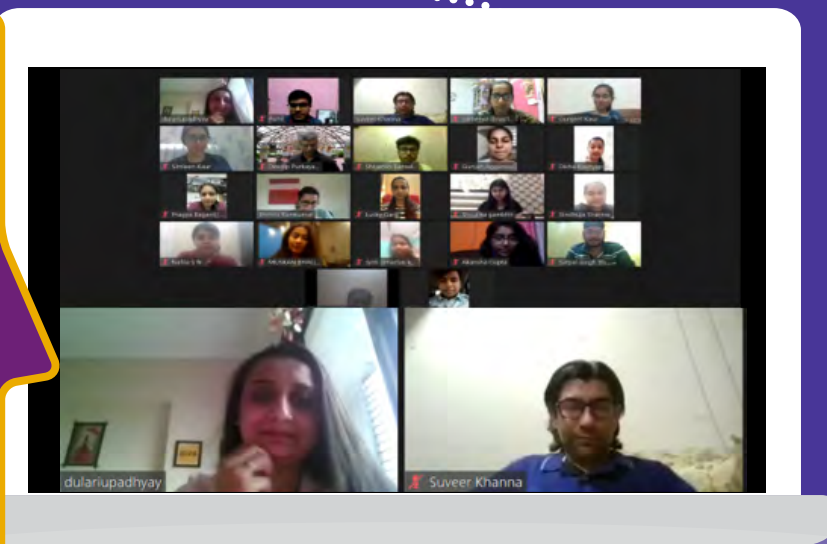


Senior leaders from the firm also **volunteered as judges, panelists and speakers** at the national competition and world cup.

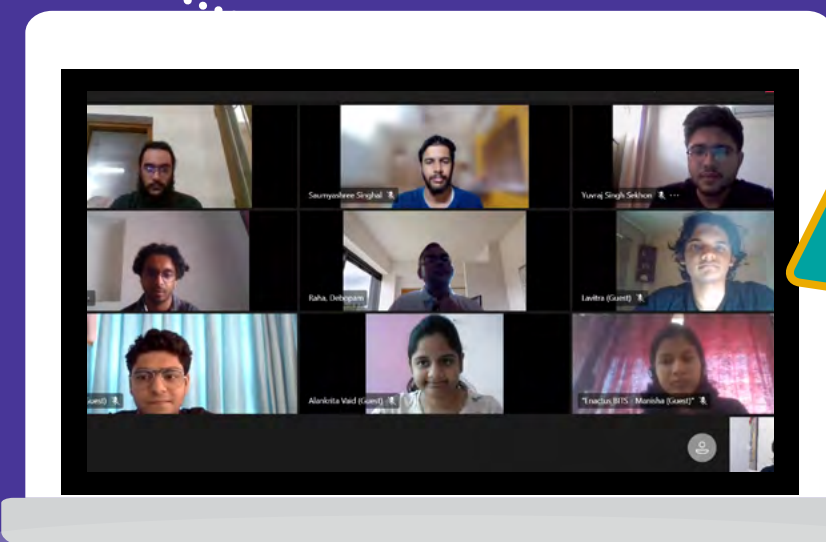


Arun M. Kumar in a discussion with students on the future of leadership at the Enactus India Online Convention and Competition 2020

Suveer Khanna (Partner - Forensic, KPMG in India) and Dulari Upadhyay (Director - Forensic, KPMG in India) conducting a session on business ethics



Debopam Raha (Associate Partner - Infrastructure, Government and Healthcare, KPMG in India) mentoring an Enactus college team



Driving sustainable growth through Enactus

While KPMG in India's support to Enactus is directly aligned with Sustainable Development Goal (SDG) 4, it also enables the firm to drive sustainable growth in many other SDGs.

The Enactus college teams mentored by Partners and Directors from the firm implemented over 135 projects directly impacting six of the 17 SDGs.

Sixty mentors,
mentoring over **65**
Enactus college teams,
directly impacted
3,400 students
who in turn impacted
over **258,000**
beneficiaries across the
country



Response to COVID-19 by Enactus college teams



Project Basera

Shaheed Sukhdev College of Business Studies, Delhi

One of the key verticals of Project Basera is to reduce environmental pollution caused by improper disposal of PPE scrap, by transforming them into utility products. Having sold more than 150 mattresses, 190 multipurpose mats, and 85 bags made from PPE scrap, Project Basera has saved nearly 1,267.5 kgs of PPE scrap from entering the eco-system.



Together We Care campaign

Indian Institute of Technology, Delhi

Through the campaign, the team raised funds to manufacture and distribute over 100,000 low-cost face shields to frontline workers and hospitals across the country.



Project Uday

Dr. S. S. Bhatnagar University Institute of Chemical Engineering & Technology, Punjab

The team trained their beneficiaries, mostly women, to make reusable face masks. This helped the women earn a living especially when their family members lost their jobs during the nationwide lockdown.

The masks were distributed in the community along with food supply kits in several villages of Punjab.



Project FlyLife

SRM Institute of Management Studies, Tamil Nadu

The students of Enactus SRM along with SRM University's Copter Research Club launched an automated drone transport and logistics service for e-pharmacies in April 2020. The project aims to be an emergency lightweight medical cargo delivery service for healthcare organisations and frontline workers in a post COVID-19 world. This will help with delivering medical supplies, blood, vaccines, COVID-19 test kits etc. in containment zones.

Overall impact by Enactus India college teams

140+

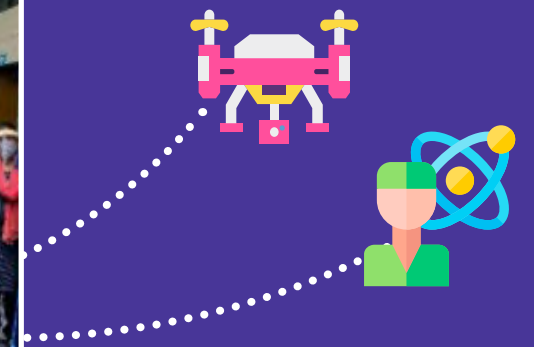
Number of COVID-19 initiatives

1.75 Million

Number of people impacted through the COVID-19 initiatives

3Million+

Funds raised





OUR RESPONSE TO THE COVID-19 PANDEMIC

5e. i. Protecting the environment

As a firm, we are committed to reducing our impact on the environment to build a more sustainable and resilient future and achieving net-zero carbon emissions by 2030.

We have always been committed to the environment and believe that environmental consciousness must be an inherent part of our culture. In order to address the issue of climate change, we have adopted a holistic approach for creating a sustainable planet.



PROTECTING THE ENVIRONMENT

5e. i. 30 Days Sustainability Challenge



In an endeavour to encourage our people to commit to a sustainable lifestyle and reduce their individual carbon footprint, we launched the 30 Days Sustainability Challenge.

During this initiative our people and their families undertook weekly tasks that support ecological conservation, such as saving energy and water, sustainable consumption, reducing single-use plastics etc. All the tasks were designed to encourage people to practice green habits in everyday life and eventually adopt an eco-friendly lifestyle.

Over **260** volunteers and their families adopted sustainable living practices by completing over **5,500** tasks over a span of four weeks



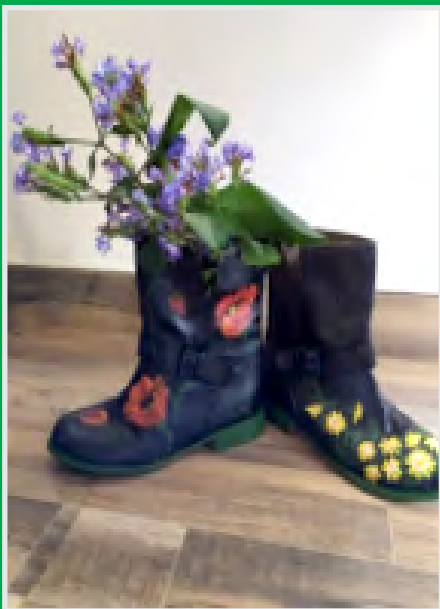
As a token of appreciation for the top contributors in the challenge, we worked with Sankalptaru Foundation to plant and nurture 200 fruit trees in a local community of Maharashtra.

We also distributed compost kits to the weekly task winners to encourage them to continue practicing composting at home.

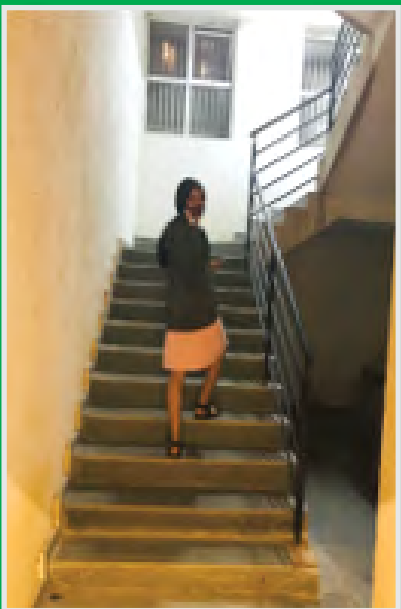
A glimpse of the tasks our people and their families undertook during the challenge



Save water – reuse and recycle wastewater



Upcycle old items and give them new life



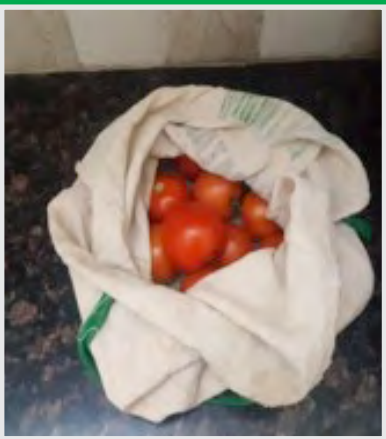
Use the stairs instead of elevators to save energy



Shop local



Segregate wet and dry waste



Use cloth bags to buy groceries, vegetables and say no to plastic



PROTECTING THE ENVIRONMENT

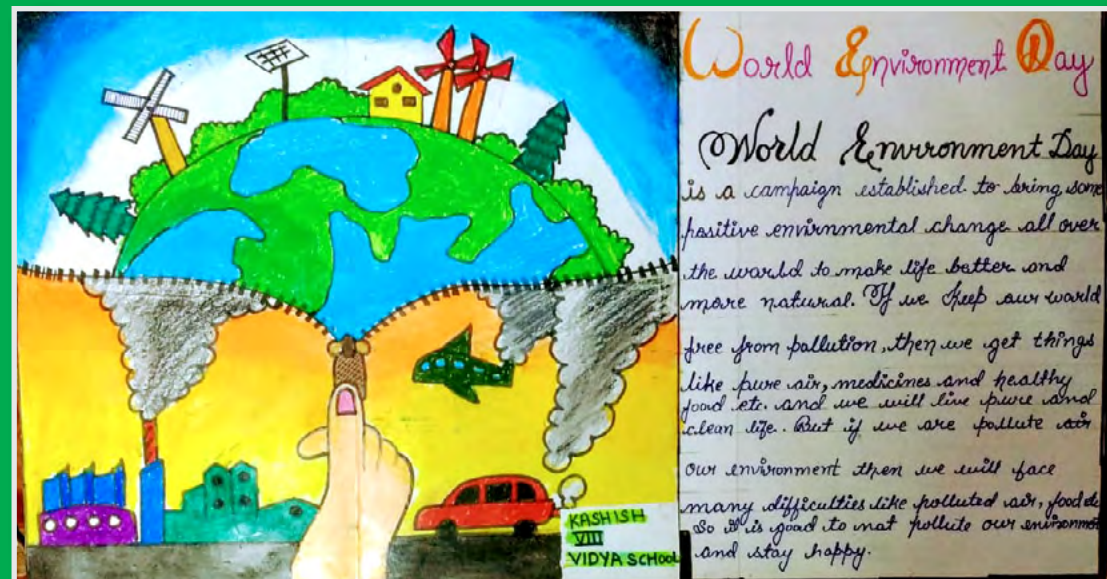
5e. ii. Inculcating sustainable habits amongst students

With the growing need to preserve our environment, we encourage the habit of sustainable living amongst students at our partner NGO schools. Before the pandemic, we conducted regular visit to eco-parks, nature trails, sessions on protecting environment, etc. In the past year, we continued activities with school children to sensitise them on issues of climate change and encourage them to adopt a sustainable lifestyle.

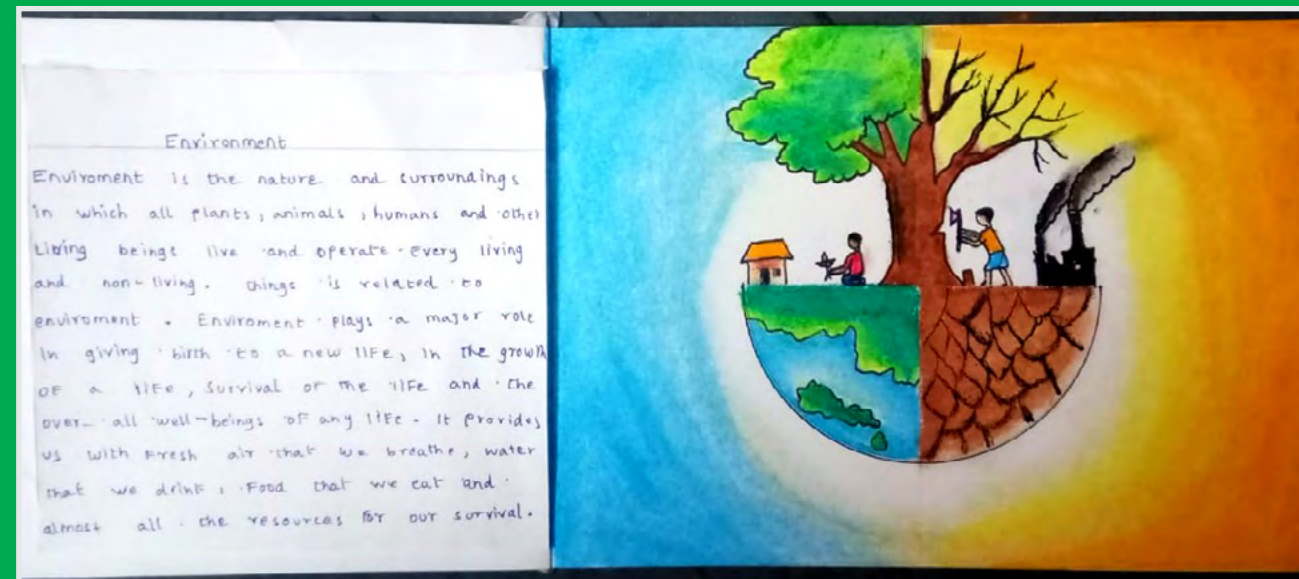
i. Celebrating World Environment Day

To celebrate World Environment Day on 5 June 2020 and encourage students to think about their roles as guardians of Mother Earth, we organised a painting competition for the students of grade eight, studying at our partner NGO schools. The students were required to paint their vision of the future under the theme 'Time for Nature' along with a short write-up explaining their thought process.

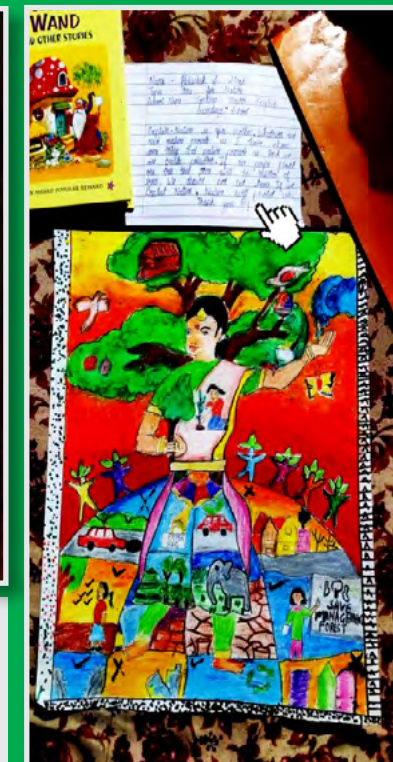
Students from schools across locations participated and shared their vision for how they perceive the future of our Earth. It was heartening to see the succinct messages and illustrations that the students curated for this competition.



First prize for North
Kashish from Vidya School, Gurugram



First prize for South
Lokesh Priya from Gurukulam, Chennai



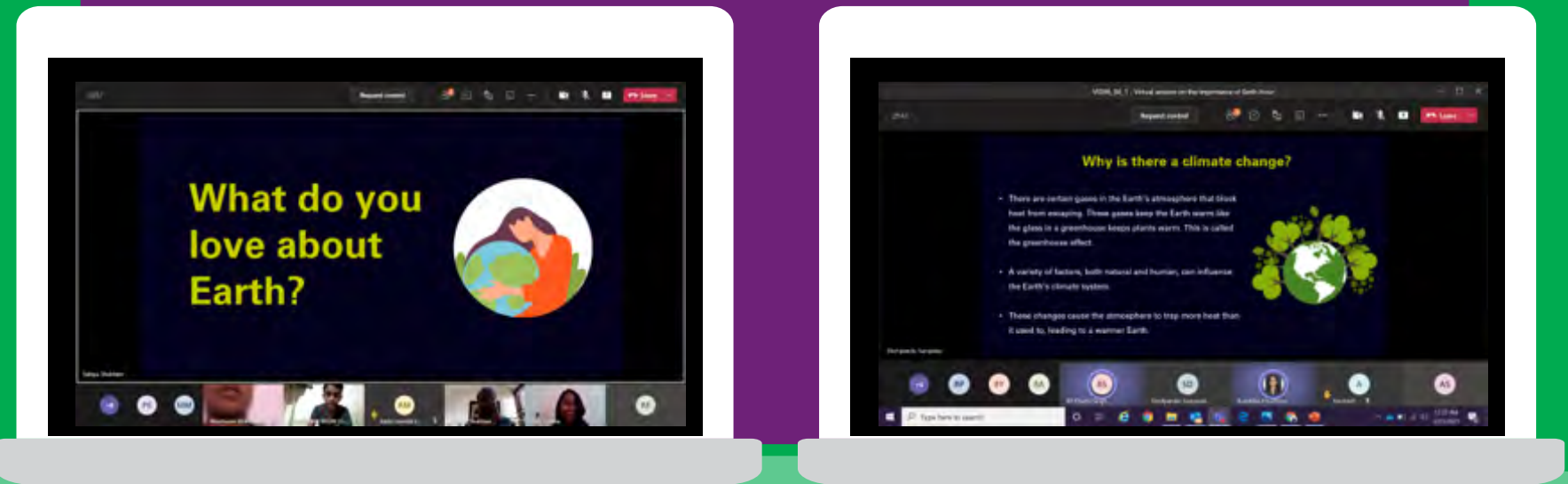
First prize for West
Abhishek Singh from Taraben Master English School, Mumbai

INCULCATING SUSTAINABLE HABITS AMONGST STUDENTS

ii. Celebrating Earth Hour 2021

Our volunteers discussed the importance of Earth Hour with students from NGO schools. This was purposed to raise awareness about global climate change and what they can do to protect the planet.

Over **200 students** participated and shared how we can create a sustainable planet



Vivek
Grade 10, Literacy India,
Gurugram



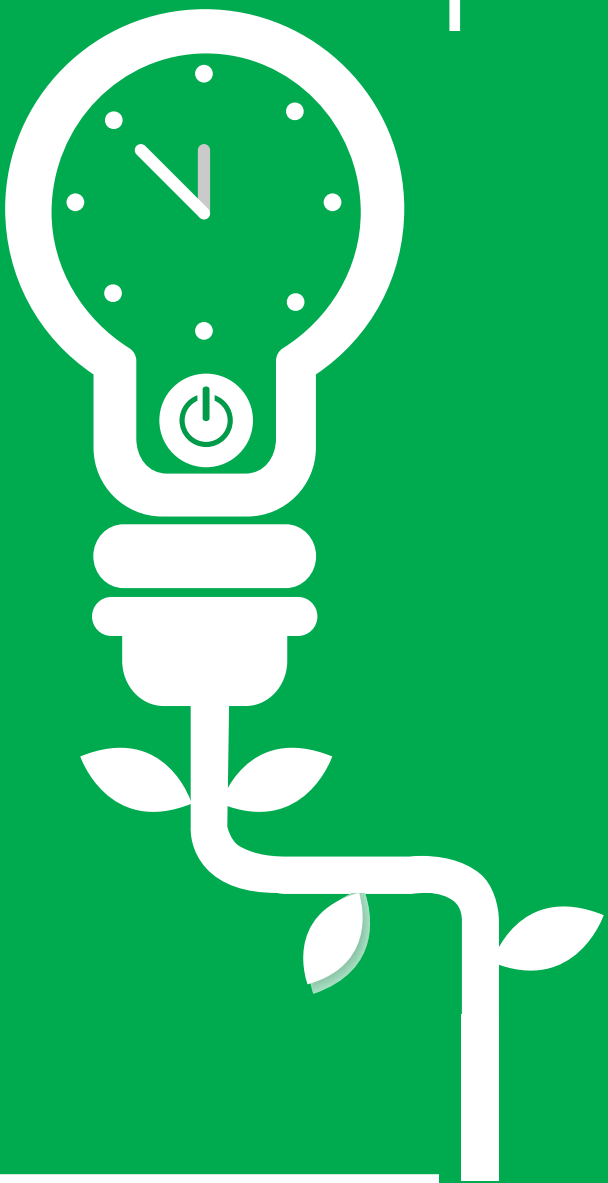
Radhika N.
Grade 9, Shishu Mandir,
Bengaluru

**EARTH
HOUR**
2021
SPEAKING
UP FOR
NATURE



We reiterated our commitment to the environment by encouraging our people to participate in the Earth Hour on 27 March by switching off their non-essential lights for an hour.

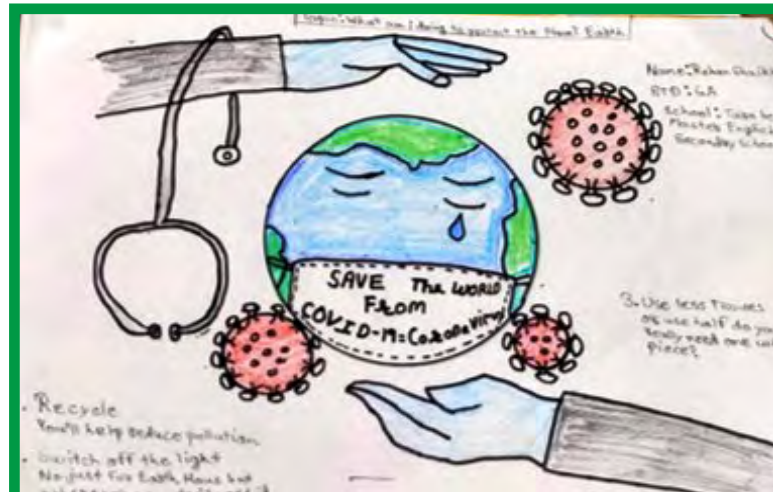
This movement was designed to raise awareness about global climate change and an opportunity to shine light on the need for action on climate change.



PROTECTING THE ENVIRONMENT

Message from the future generation to act now!

Some of the messages we received from students on how they would protect the planet



"Switch off the lights; not just for the Earth Hour, but whenever you do not need it."

Rehan Shaikh, Grade 6, Taraben Master English School, Mumbai



"Saving our planet means ensuring a good future for ourselves."

Shivshankar Vishwakarma
Grade 7, Taraben Master English School, Mumbai

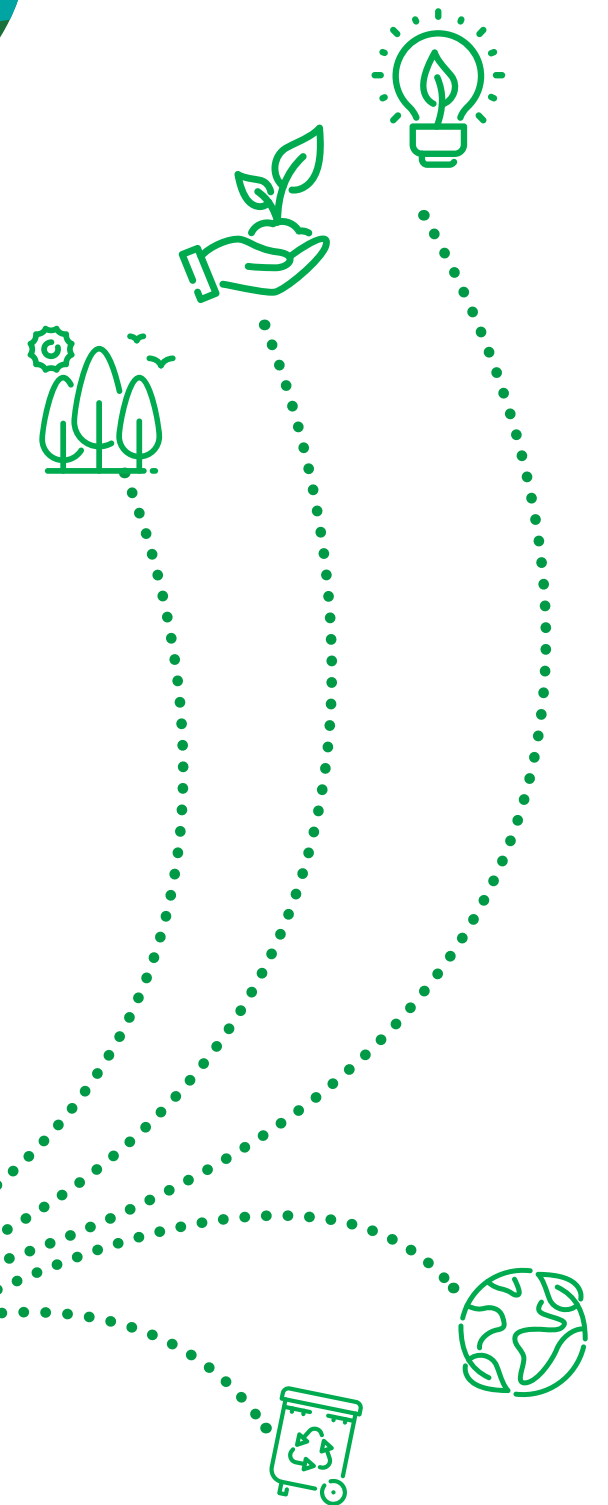


"We must volunteer to protect our planet. Conserve water. Plant trees."

Kashish, Grade 8, Vidya School, Gurugram



Vaishnavi Vikas Pandikar
Grade 6, Taraben Master English School, Mumbai



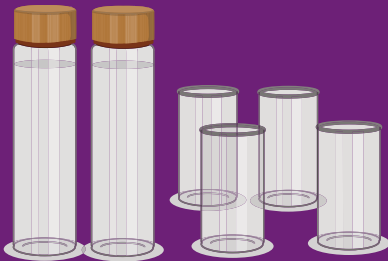
PROTECTING THE ENVIRONMENT

5e. iii. Workplace efficiency - Adopting green practices within the firm



a Eliminating single-use plastic

Since 2018, we have reduced the consumption of single-use plastic at all our offices. We adopted sustainable practices such as replacing PET bottles, single use plastic cups, glasses and cutlery from our office cafeteria with reusable or eco-friendly alternatives.



b Waste management

- Environment friendly waste segregation solutions have been implemented across all our offices which includes use of clearly indicated wet/dry bins.
- We also recycle the wastepaper from most of our large offices.



c Technology efficiency

To avoid excess use of paper, our computers have double-sided printing set to default.



5e. iv. Planting and nurturing trees - Investing in green projects across locations

We understand the importance of protecting and planting trees in arresting climate change. In the past years we have conducted multiple tree plantation drives where our volunteers actively participated. While due to the pandemic we could not undertake our usual tree plantation drives, we continued to support the maintenance of **600 saplings** through organisations like I am Gurgaon.





Our volunteering initiatives are driven by our people who continue to dedicate their time in meaningful engagements with the students and the community. Since the pandemic, we have transitioned to online mode of engagement and have conducted several virtual activities. Despite the professional commitments and engagements at home, our volunteers contributed their time to make a difference.

Other than efforts made by individuals, several teams within the firm came together to conduct recurring sessions for our students to ensure there was continuous learning.

Over **1,200** online sessions were conducted by our volunteers in 2020-21.

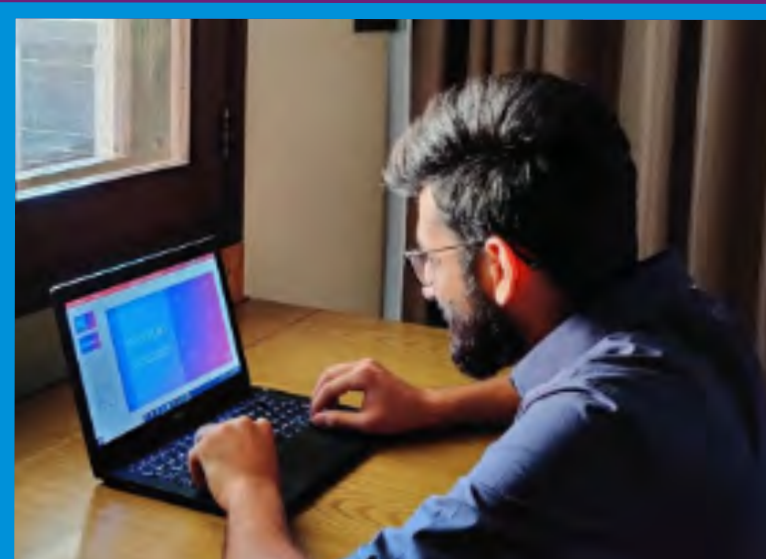
A 100 per cent increase in the number of session from 2019-20.

EMPLOYEE ENGAGEMENT

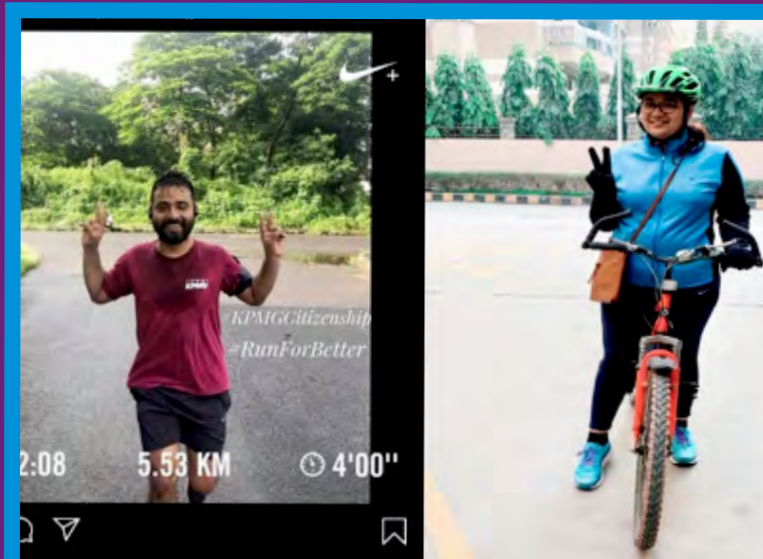
5f. i. Volunteering roadmap



Keeping in mind the challenges of the students and schools during the pandemic, we designed our initiatives to suit their requirements. In the past year, through our virtual volunteering initiatives, we have been able to:



Create digital study material to assist teachers and students



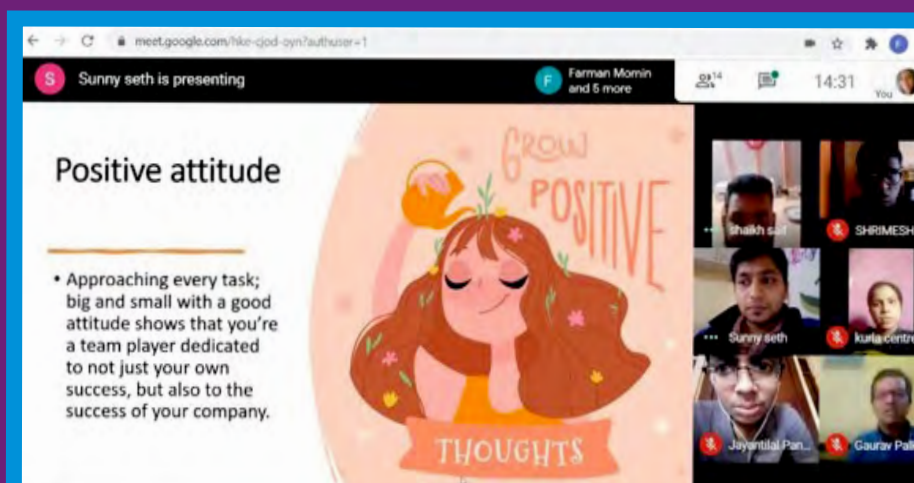
Raise funds through virtual marathons to provide learning equipment and devices to students



Sessions on cyber security to minimise the risks that come with exposure to the internet



Coach students on various subjects to help them understand difficult concepts and clarify doubts



Impart life skills and soft skills training to prepare students for their future work life

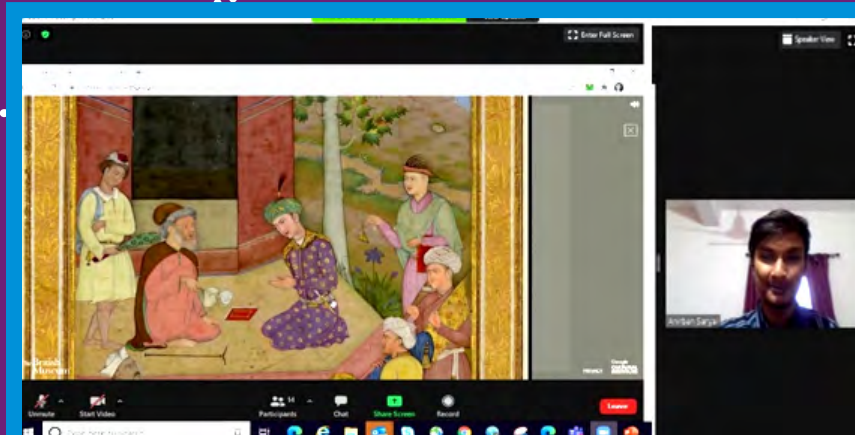


Increase the English language proficiency of students



EMPLOYEE ENGAGEMENT

5f. i. Volunteering roadmap (continued)



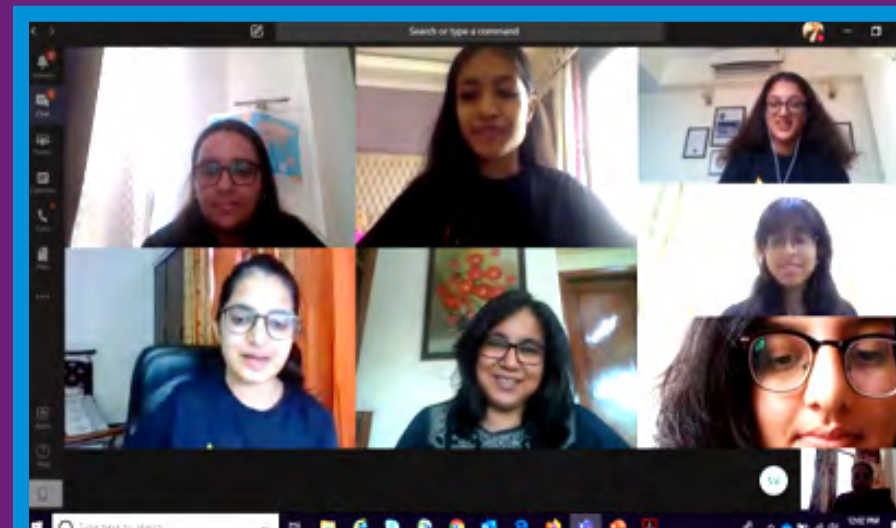
Provide unique virtual experiences since educational excursions were not possible



Mentor students from the Aspire programme



Conduct fun activities as a method to help students relax and learn



Mentor college teams on their social entrepreneurship projects

40%

of our volunteering hours in 2020-21 were spent on **skilled based initiatives** which include coaching, mentoring and imparting life-skills to students



Unique facts about virtual volunteering:

Helped to **transcend the barrier of distance** and connect with students across the country even in remote locations



Volunteering from the **safety of our homes**



Family members continued to volunteer as well





ii. Citizen of the year 2020-21

Dudhsagar Shambhuche
(Manager, Forensic-EHL, KPMG in India)
has won the award three years in a row.

The annual award is given to an employee who:



Contributes maximum number of volunteering hours in a year across the firm



Shows exceptional commitment towards community initiatives



Makes additional efforts to empathise with the beneficiaries



Encourages colleagues and peers to volunteer.

Five reasons why I volunteer?

01



Inspired by the KPMG values: The firm encourages us to regularly volunteer in communities and work Together, For Better. The Corporate Citizenship initiatives have built a culture of volunteering that inspires me to give back

02



Multiple avenues to volunteer: I have had the opportunity to volunteer for several initiatives ranging from interacting with school students, participating in tree planting and cleaning drives, raising funds through marathons to conducting awareness sessions on social issues

03



Every action counts: Over the years, I have realised the importance of my role as a volunteer. I feel it is our duty to do our best for the students from our communities by assisting them in whatever manner possible to achieve their dreams

04



Gaining a sense of purpose: Volunteering has helped me cultivate empathy and humility. It has taught me to appreciate what I have and be part of something bigger than myself

05



Lifelong learning: Every volunteering activity has given me an opportunity to learn something new, develop skills, gain new insights and broaden my perspective of the world.



iii. Encore Outstanding Volunteer

The award is given to the employees for contributing maximum number of volunteering hours in a quarter in their respective regions.

Some of our Outstanding Volunteers share their experiences of participating in virtual volunteering initiatives organised in 2020-21.



Virtual tour of a museum

Though due to the pandemic all volunteering activities are being conducted virtually, I believe the impact has been the same.

It is good to see that the firm has figured out ways to make an impact through online platforms as well.

I participated in the virtual museum tour, where we explored the British Museum along with the students and showed them various artifacts, paintings and other collections.

Though we always enjoyed accompanying them on education trips in person, super fun too and indeed a great experience.



Abhishek Shukla

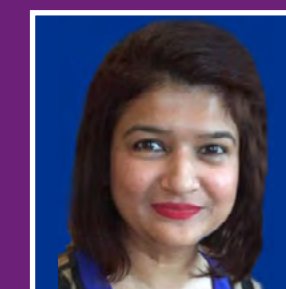
Associate Consultant
IGH-Sus-Advisory
KPMG in India
Outstanding volunteer,
North

Mentoring

I always wanted to volunteer as a mentor but could not do so due to my work commitments and frequent travel. Since we were now working from home, due to the pandemic, it gave me a chance to volunteer and give back to the society.

Earlier my involvement was limited to participating in tree planting drives or a movie screening. However, the convenience of virtual volunteering has allowed me to be more involved. I thoroughly enjoy interacting with students especially the Aspire mentees.

This has been an enriching experience for me. I hope I continue to do this as it gives me a sense of satisfaction. I feel blessed that I am a part of KPMG in India and have got this opportunity to serve the society in the little way that I can.



Megha Gupta

Associate Director
Administration,
KPMG in India
Outstanding volunteer, North



Creating digital study material

When I joined the firm, I was impressed to see the amount of community initiatives that were being conducted. I was happy to know that I now had an opportunity to help schools under organised guidelines. I was regularly participating in the initiatives at schools like reading stories to children at school, accompanying students on excursions, painting the school library and many others.

With the onset of the pandemic, we had to switch to virtual mode of interaction with the students. The hours I saved from travelling, I put into making study material and tutoring and taking up sessions whenever needed.

I understand that reading course subjects are very important, but learning conversation skills, life skills and discussing about higher education, career choices and competitive exams are equally important, if not more. We perhaps cannot change the given syllabus and existing education system, but we can try to make a difference by changing the way we educate and add more value to a child's life.



Pamela Fernandes

Associate Senior Secretary
KPMG in India
Outstanding volunteer,
West



Virtual marathon

When the Virtual Marathon was launched, I used to look forward to it everyday for the entire week that the event continued for. Even after a hectic day of work, I would put on my shoes every evening to go for a run because I had set a goal in mind - I must complete my set target for the marathon because my efforts would help generate fund for supporting tablets for students to continue their schooling remotely.

I used to take all the precautions when I went outside for running in my residential complex, and I was very happy that I achieved my target. In fact, the additional benefit of the event was that it gave me a reason to get back to my fitness regime and work on my personal health post the lockdown.



Kritika Gautam

Associate Consultant,
Management Consulting
KPMG in India
Outstanding volunteer, South



Getting family members involved

The platform for virtual volunteering has provided us with flexibility to interact with students from the comfort of our homes. Virtual volunteer initiatives have also provided us with the right set of tools to be able to conduct the right set of activities.

I understand that earlier sometime, travelling for excursion could have been difficult for students considering long time of travel, hot weather etc.; it makes them tired and having utmost focus would be difficult. However, attending online activities have added comfort of sitting at home while learning things on their devices.

Moreover, when I am conducting session from my home, my family members get to see that I am doing something different than usual office work. They came to know about volunteering after seeing me conduct a session online. In fact, my wife learnt about virtual volunteering opportunities for the first time and has developed an interest in volunteering. She has also helped me at the backend in preparing for these sessions.



Abhineet Sarkar

Manager, Digital and
Technology Implementation
KPMG in India
Outstanding volunteer, West

EMPLOYEE ENGAGEMENT

5f. iv. Beneficiary feedback

"The life skills session organised by the firm has truly helped our students in figuring out their abilities and potentials. It also helped in boosting the confidence of many of our students."

Shankar M. Maspogu
Assistant Teacher, Taraben Master English School, Mumbai



"The class was fantastic. Sir ask us about division and decimals and he cleared my doubts also."

Ved Prakash
Grade six, Vidya School, Gurugram



"The fancy dress competition organised by KPMG in India helped energise not only the students but also their parents as they got involved in dressing up their children. Storytelling and the art and craft sessions also brought in a fun element in everyday learning."

Preeti Maria D'Souza
Teacher, Shishu Mandir, Bengaluru



"It was great that KPMG in India's volunteering activities did not stop (during the lockdown). The activities helped to keep students engaged in fun and constructive activities."

Sunita Tyagi
Teacher, Vidya School, Gurugram



"Coaching helped in clarifying concepts. It was additional help as volunteers used more innovative methods (videos, analogy, etc.) to explain."

Prerna Oberoi
Teacher and School coordinator
Vidya School, Gurugram



"All the activities conducted by KPMG in India were student-centric that focused on improving key areas of academic and personal development of the students. Great work by all volunteers."

Asma Baig
Teacher, Taraben Master English School, Mumbai





EMPLOYEE ENGAGEMENT

5f. iv. Beneficiary feedback (continued)

"I enjoy story reading sessions and my English reading is better than before. Now I read English words easily and try to understand their meaning. These classes have given me more knowledge. I request teachers to continue these sessions."

Rohit
Grade six,
Literacy india, Gurugram



"During math coaching classes, sir explained the concepts very well. I felt like I was actually studying at my school. It was interesting and informational. Sir also explained how to use geometrical objects etc. I like that class very much."

Divya Verma
Grade six, Gandhi Shikshan
Bhavan, Mumbai



"The KFFL sessions were mainly focused on reading stories in English which have been helpful in improving the reading skills of the students.

Jeetendra, a student in my class did not have very good reading skills, but after attending these sessions, he always tries to read in English and also translate new words to Hindi. Some of my other students have also been making similar efforts and have started reading English books in their spare time.

Thank you, KPMG in India, for organising these sessions for our students."

Neelam
Teacher, Literacy india, Gurugram



"I will not waste the resource of our planet and try to reduce the use of plastic. I will also try to spread the message amongst more and people about the 7Rs."

Khushi Singh
Grade eight, Vidya School, Gurugram



I am really proud to say that our students utilised every opportunity offered through volunteering initiatives. When the students had no means to step out of their house, the virtual British Museum tour helped spark curiosity to learn about events of historic importance. Through various sessions on environment and sustainability, students began to see the universe as their own extension and value nature even more.

Jerina P A
Teacher, Shishu Mandir,
Bengaluru



"My hobby is to read story books, but as this lockdown we are not having school for me to go to the library to read new books every week, but because of these sessions I am able to read two stories every week."

Trisha K
Grade six, Shishu Mandir,
Bengaluru



Corporate Citizenship team at KPMG in India

Ira Gupta Tuteja - Advisor

North and East:

Ankita Saumya - Senior Executive

Donita Dickson - Manager

Pritika Chand - Associate Director

West:

Chhaya Kunder - Associate Director

Farnaza Governor - Manager

Rufina Fernando - Executive

South:

Cheryll Philips - Associate Director

Naveen Surya - Executive

Vahini Malhotra - Assistant Manager

Acknowledgements

Markets and Compliance team:

Anupriya Rajput

Deboleena Thakur

Raahul Gautam

KPMG in India contacts:

Arun M. Kumar

Chairman and CEO

E: arunmkumar@kpmg.com

Ira Gupta Tuteja

Advisor

Corporate Citizenship

E: iraguptatuteja@kpmg.com

home.kpmg/in



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KPMG Assurance and Consulting Services LLP, Lodha Excelus, Apollo Mills Compound, NM Joshi Marg, Mahalaxmi, Mumbai - 400 011 Phone: +91 22 3989 6000, Fax: +91 22 3983 6000.

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