

The 5 Pillars of our brand



Do work that matters

- We're a **multi-disciplinary global network of member firms** with a proud 150 year heritage of supporting people, businesses & communities
- We help **businesses scale up and transform, build trust & confidence in markets** and create new solutions for a digital world
- We're focused on impact and were **one of the first in the sector to set out our ESG impact commitments**



Come as you are

- We embed IDE in stakeholder and talent processes by encouraging leaders to **advocate IDE goals** in their teams
- We're focused on building an **inclusive culture based on trust** and consistently displaying behaviors aligned to our Values
- We **advocate equal opportunity** with an unbiased view



Thrive with us

- We **empower our people to embrace new ways of working** – making choices about where, when and how we work
- We're committed to **supporting everyone's wellbeing** – mental, physical and financial health
- We **enable global opportunities** for colleagues to help gain maximum exposure



Learn for a lifetime

- We offer **role specific technical learning** and certifications on our digital learning platform – KGS Virtual Academy
- We collaborate with **premier B-schools and IVY league Faculty** for Leadership Development
- We have a **robust Talent Management strategy** for accelerated development of hi-potential colleagues



Make your mark

- We focus on **regular career development conversations**
- We **enable internal mobility** for colleagues to expand their skill set
- We have a **comprehensive and competitive reward package**

At KGS, we have enabled...

- Lean, Automation and Robotics offerings for clients
- KPMG's Family for Literacy program

- Parental leave, insurance coverage for same-sex partners, gender-reaffirmation surgery
- Reverse mentoring programme

- Flexible work options
- 24*7 access to EAP (Employee Assistance Program)

- Boot camps for campus hires
- Technical certifications for role specific skills for colleagues to be future-ready

- Career Architecture – clarity on the current role and visibility of aspirational roles
- Global opportunities through secondment

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 find strength in our differences.



For Better
We do what matters.