



Corporate Citizenship Annual Report 2021-22

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—
November 2022



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Foreword

Message from the Chief Executive Officer

At KPMG, our culture is integral, and binds our people with shared purpose and values which define everything we do.

Alongside our commitment to provide extraordinary service to our clients, is a deep recognition that success is measured beyond numbers. As conscientious corporate citizens, we are responsible for shaping thoughts and actions for challenges we face collectively today, as a firm, a society and a nation.

As a Firm, our focus remains steadfastly on expanding our impact on students, educators and our people. Together, we are delivering meaningful outcomes by supporting education and lifelong learning, as we believe those areas are central to building strong communities, economies and a Nation. Through programmes such as KPMG's Family for Literacy, Aspire and Nature Labs, our efforts span the entire educational continuum. During the year 2021-22, we have impacted over 18,000 beneficiaries through IT support, scholarships, volunteering, and infrastructure support.

As educational institutions find their path to normalcy, we continue to provide additional relief and ration support to those still affected by loss of livelihoods resulting from the pandemic.

Our association with Enactus provides an excellent platform for students to impact the lives of others while learning the ropes of entrepreneurship. This year, our Partners and Directors mentored 3,400 students on their social entrepreneurial projects, which in turn touched the lives of over 4,10,000 beneficiaries in underserved communities.

Earlier in the year, as a tribute to our late colleague Akhil Bansal's contributions and with a view to continue his legacy, we commemorated the Akhil Bansal Amphitheatre at his alma mater, the Aligarh Muslim University (AMU), in the presence of his family (Garima Bansal and Agrim Bansal). The Akhil Bansal Amphitheatre will be a permanent reminder to students at AMU of their illustrious alumnus.

Strengthening and enabling our communities, For Better, is what drives our approach to Citizenship.

Knowing that our people go above and beyond is incredibly gratifying. It's a sentiment that is ingrained in our culture and is reflected in this annual CSR report.

Sincere thanks to all my fellow partners and colleagues for their contributions.



Yezdi Nagporewalla

Chief Executive Officer
KPMG in India



Foreword

Message from the Corporate Citizenship Executive Committee

The firm has been a strong advocate of the United Nation's Sustainable Development Goals with 'Quality Education' being the focus that is seated at the heart of all our Corporate Citizenship initiatives. We believe that supporting lifelong learning can help eradicate gender bias, uplift the status of women, create transformation, and build a sustainable planet. Through meaningful collaborations, we invest in projects to promote equitable access to Quality Education and enable holistic development of children and youth.

While we (and our communities) were recovering from the aftermath of the pandemic, our topmost priority was to continue supporting purposeful interventions at the schools and organisations working on ground. This was essential to sustain the educational eco-system, especially in the communities that were impacted more than the others. Therefore, in our approach to help ensure holistic development, we continued to invest in infrastructure, IT, teachers, nutrition, and developing skills of both students and teachers.

We continued to support the Aspire programme that aims at the all-round development of girls with the goal of making them employable. There has always been a strong correlation between education, economic development, and independence. The principles and power of the Aspire programme have been proven by 17 of our Aspire girls successfully graduating college and pursuing either employment or further studies! We are certain that as these girls go out into the world, they will create a lasting impact not only for themselves and their families but also in lives of those around them.

We as a firm, strongly believe in sustainability as a way of life and thus we have adopted several green practices at our offices. To carry this movement ahead, we also continued to sensitise students from not-for-profit schools by providing them with the knowledge, skills, attitudes and values necessary to address sustainable development challenges in the future.

We believe in a future where everyone feels included and diversity is embraced. As a firm, we uphold the values of inclusion and diversity with one of our key focus being empowering persons with disabilities (PwDs). Our community outreach programmes with partner organisations such as Sujaya Foundation and TYCIA Foundation help us address our Inclusion and Diversity agenda.



Shalini Pillay

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



Meera Singh

General Counsel,
Partner
KPMG in India



Parizad Sirwalla

National Leader,
Global Mobility Services Tax
KPMG in India

Foreword

It gives me immense joy and pride to share the impact we made through our Corporate Citizenship initiatives in the year 2021-22. We saw our values, #Together #ForBetter, come to life as our people continued to make a difference in the communities. We are thankful to our partner Non-Governmental Organisations (NGOs) and schools for keeping their trust and faith in us, especially during the challenges posed by the pandemic.

Promoting and sustaining an equitable education environment continues to remain our priority. Through our various lifelong learning initiatives, we strive to reach the underserved children and youth in our communities. Hence, we carefully designed our interventions to address their specific needs and requirements. Our focus in the past year has largely been at upskilling school students to help bridge the education gaps widened by the pandemic. Additionally, we continued to work with youth, equipping them with the right tools and resources for making the best career choices. I am thankful to our people for generously volunteering their time and skills to help realise this vision.

Although most of our activities were virtual, we received an overwhelming response where volunteers exhibited enthusiasm and passion. With Quality Education as the cornerstone of all our programmes, our volunteers conducted several sessions on developing life skills, building awareness and knowledge, engaging in extra-curricular activities, and improving English language proficiency of our

students. These sessions tapped into the students communication and leadership skills, thus grooming them into well rounded individuals.

Leveraging technology, our people were also able to virtually reach students in remote villages to provide resources in form of remedial support, study materials, and books for libraries. Being cognisant of our values of inclusion, our people showed great enthusiasm in working with youth with disabilities.

We are grateful to the women leaders from the firm for mentoring the girls from our Aspire programme and being a constant source of inspiration to them. Their guidance and support were especially helpful to wade through the uncertainties brought by the pandemic.

We continued to remain conscious of our environmental responsibilities as a firm by not only embracing green practices but also sensitising our students with the seriousness of this cause. We launched the Nature Club programme at our not-for-profit partner schools where students learnt the importance of sustainability and got hands-on experience in creating recycling units at their schools. Through the various environmental sessions, volunteers educated the students on the importance of nature conservation, protection of resources, and practical ways to reduce pollution in their surroundings.

On behalf of the firm, I express my gratitude to our NGO partners, our people, and beneficiaries. It was because of their collective efforts that we were able to make a difference in our communities. We look forward to their continued support in helping us uplift our values and realising our vision of citizenship.



Ira Gupta Tuteja

Advisor - Corporate Citizenship
KPMG in India

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

Tribute to Akhil Bansal

More than a year has passed since the immeasurable loss of our Deputy CEO, Akhil Bansal. He played an integral role in shaping the firm over the years and contributed to diverse important roles. He was also someone who believed in empowering communities and was actively involved in the Firm's Corporate Citizenship activities. 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.

Akhil was someone who was attached to his alma mater – Aligarh Muslim University (AMU). He used to say, "Take pride in your alma mater and, even more importantly, work to make your alma mater proud of you!". As a tribute to Akhil's memory, the Firm made an endowment of Rupees one crore to AMU towards educational development and commemorated the Amphitheatre at AMU as the 'Akhil Bansal Amphitheatre'. This was inaugurated by the Vice-Chancellor of AMU, Prof Tariq Mansoor, in the presence of Yezdi Nagporewalla (CEO, KPMG in India) and other dignitaries on 30 March 2022.

Garima Bansal (wife of Akhil Bansal), Agrim Bansal (son of Akhil Bansal), senior members from the Firm along with faculty and students from AMU also joined the inaugural function.


A memorial pillar with a bronze bust of Akhil was also installed at the amphitheatre, bearing an inspirational quote by him which reads, "It's not about winning or losing but about the experiences one gains. So, in the end, we all win".

Established in 1875, the Aligarh Muslim University is one of the oldest and well-known universities in India.



Our approach

The 2030 Agenda for Sustainable Development as adopted by United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. The goals recognise that eliminating poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.¹



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

[Click here to view the video](#)

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

Quality education plays a key role in facilitating self-sustenance and well-being by enhancing economic growth through skills development and opening up opportunities for better livelihoods. Therefore, it is considered a cornerstone to help enable the other SDGs.

Education is a fundamental human right. KPMG As a firm, we recognise that education is key to elevating people out of poverty and is a key enabler of economic growth, social mobility and well-being. Therefore, the firm is committed to supporting Sustainable Development Goal (SDG) 4 ‘Quality Education’ and Lifelong Learning globally.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all²

1. Sustainable Development, Department of Economic and Social Affairs, United Nations, accessed on 23 November 2022
2. Sustainable Development Goal 4 Quality Education, United Nations India, accessed on 23 November 2022

Lifelong learning

KPMG International's network of member firms are focused on making significant contributions toward the achievement of the United Nations Sustainable Development Goal (SDG) 4 to help ensure inclusive and equitable education for all.

A new ambitious strategy has been developed to economically empower 10 million disadvantaged young people by 2030 through education, employment, and entrepreneurship opportunities.

KPMG International's network of member firms will deliver on this vision through a framework that will: equip students with the skills to succeed in the labour market; support job transition by providing students with knowledge, mentorship, and opportunities to access work; and help transform the education ecosystem by upskilling educators and helping to create more effective education institutions.

Teachers conducted online classes due to school closure caused by the COVID-19 pandemic
Vidya School, Gurugram





Our impact

Over

421000

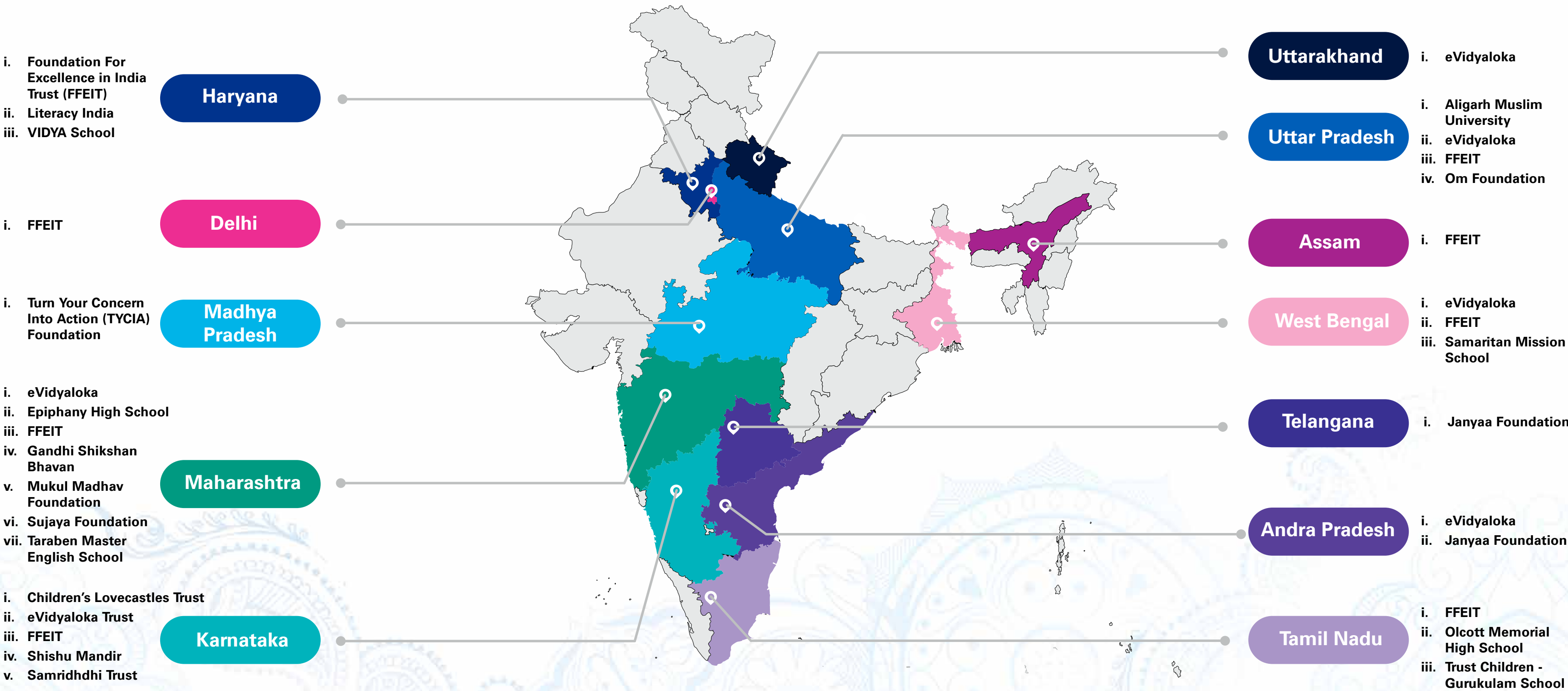
beneficiaries reached

Our impact continued



Our presence

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



The Corporate Citizenship road map - an overview



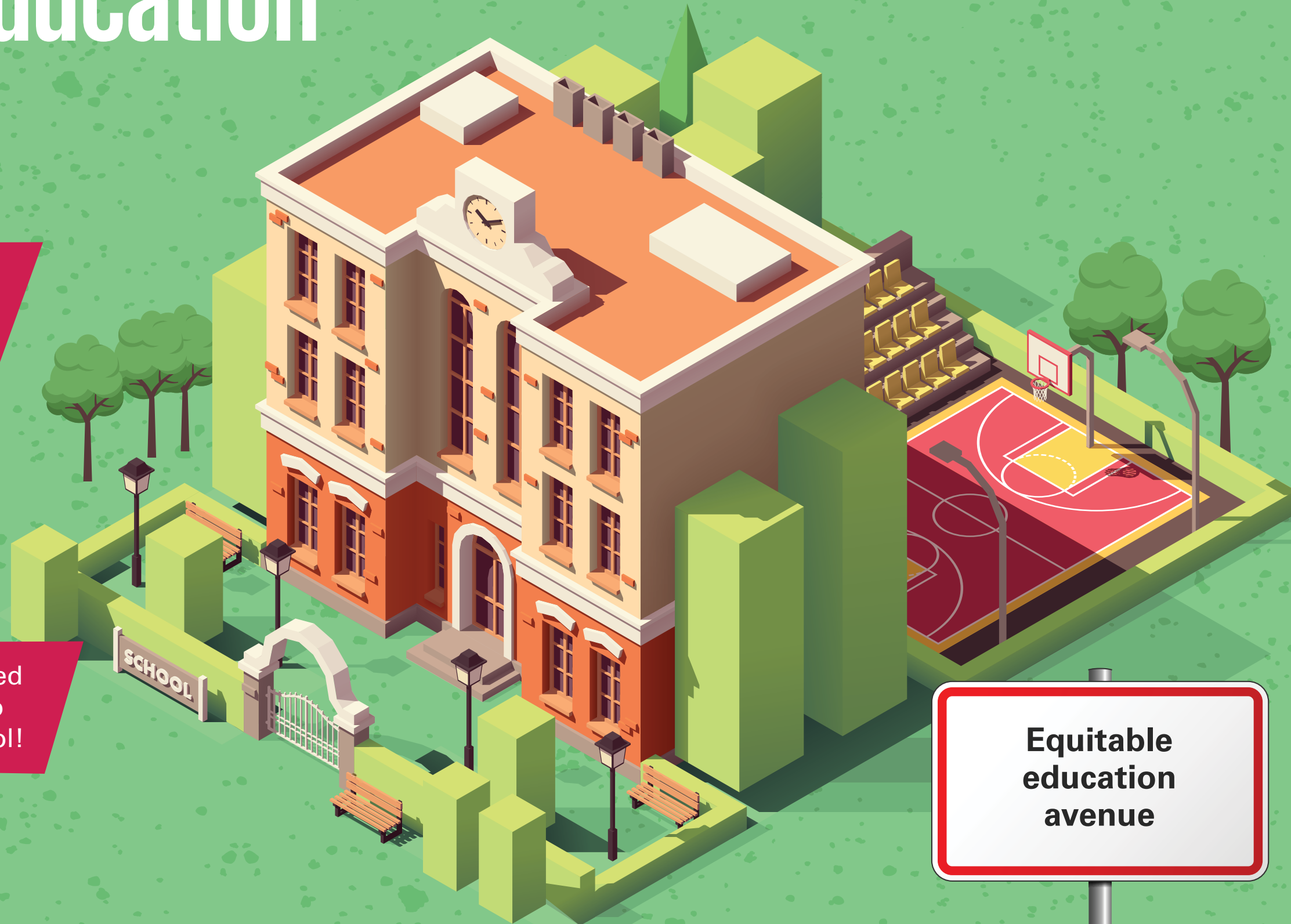
01

Enabling quality education



KPMG in India continues to provide focused support at NGO run schools

I am so excited to finally go back to school!



Equitable
education
avenue



01

Enabling quality education

Our support includes:

- a** Improving English language proficiency
- b** Infrastructure support
- c** IT support
- d** Cyber security awareness
- e** Investing in teachers

Background of the organisations we work with

Availability of conducive education infrastructure and quality teachers, play an important role in ensuring successful completion of basic education, particularly among first generation learners, who require additional motivation and a driving force to ensure they stay in school. NGO run schools often bridge the gap, bringing quality education closer to the underserved communities. Through our various SDG-4 aligned programmes, we support NGO run schools, providing them the means to enable equitable education for all children.

Students are excited to be back in school after closures
Vidya School, Gurugram



Enabling Quality Education

a

Improving English language proficiency



Need for the programme

A lack of comprehension and articulation in English, often demotivates children studying at NGO run schools, resulting in a lack of confidence while communicating. The closure of physical schools due to the pandemic has only exacerbated the situation.

Our support includes

KPMG’s Family for Literacy

1

The programme encourages reading among young children, aiming to improve their understanding and fluency of the English language in a fun manner. To help students develop reading skills and improve their fluency and comprehension in English, our people regularly conduct online/in-person English reading (and storytelling) sessions for students in primary schools.



English language labs

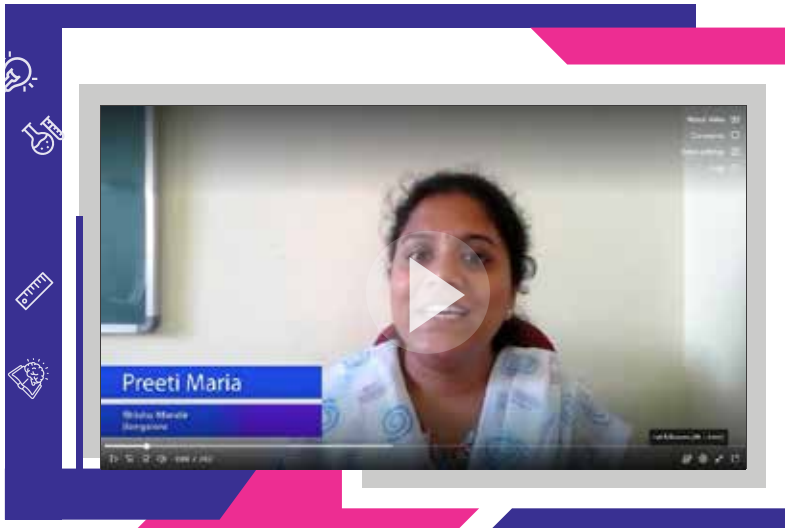
2

We have helped set up English language labs at our partner NGO schools that provide students with a learning experience enabled by technology. The language software enables students to practice spoken English and progress at their own pace. Our support in the lab includes IT equipment, a language proficiency software, furniture, workbooks for students and training of teachers.



Our impact

More than 320 reading sessions were conducted by our people impacting over 1200 students across eight schools



[Click here to view the video](#)

Preeti Maria

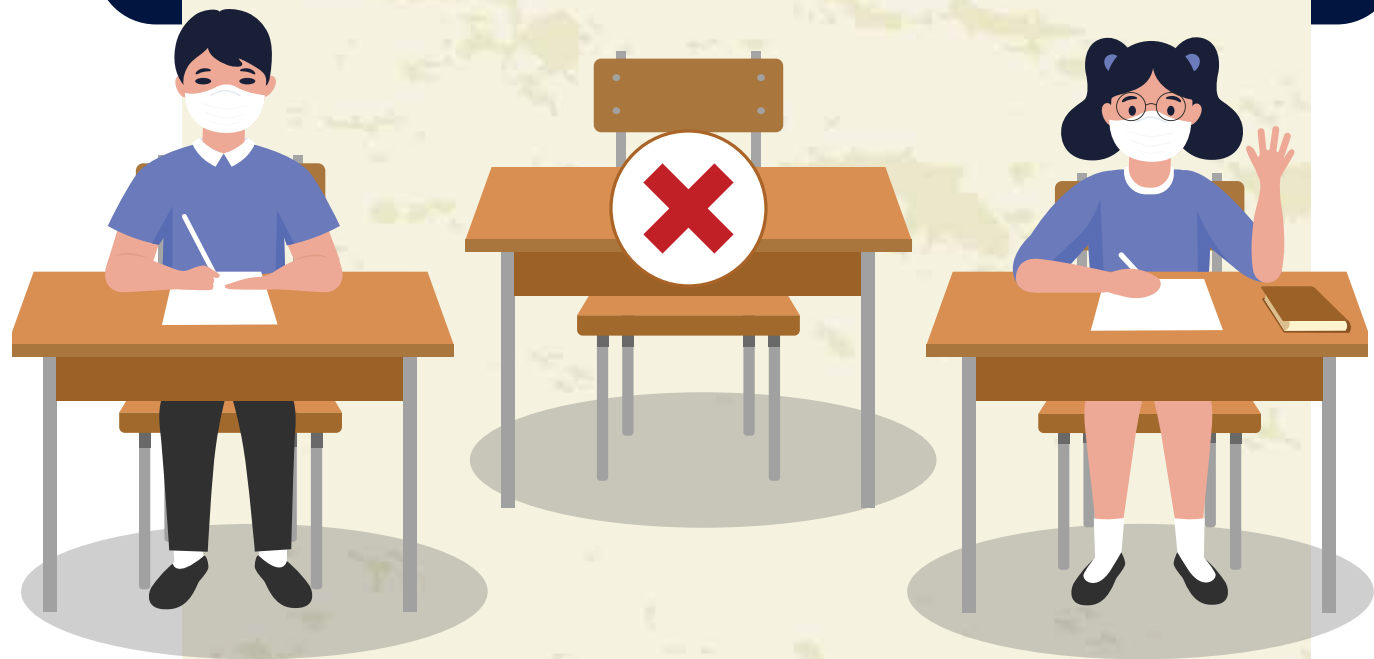
Teacher
Shishu Mandir, Bengaluru



Enabling Quality Education

b

Infrastructure support



Need for the programme

While schools across the country were closed for most part of 2021-22 academic year, schools in some locations were able to conduct intermittent in-person classes when conditions gradually stabilised. This required the schools to be equipped with infrastructure that would help in the easy transition of students from remote to in-person learning.

Our support includes

To ensure that the schools we work with had the required infrastructure to enable a favourable learning environment, we supported:

1

Classroom furniture
that enables social distancing and comfortable seating for students

2

Construction of school entrance area to prevent water logging during rains

3

Water filters and coolers

4

Refurbishment of the Science laboratories, particularly impacted due to non-usage over extended periods of time

5

Books and uniforms for students

6

Audio-visual equipment

7

Furnishing of the Sports room

Enabling Quality Education

The infrastructure support such as the individual desks and chairs we received, helped us to prepare better to reopen school post the pandemic.



Supporting individual desks and chair helped the schools to follow the social distancing mandate
Shishu Mandir, Bengaluru

Our impact

More than 2600 students impacted

“The individual chairs and tables supported by KPMG in India allowed Shishu Mandir to conduct offline classes during COVID-19 while following the social distancing norms prescribed by the government for schools. These individual tables and chairs also support activity-based teaching as the teacher can effortlessly arrange children in different seating layouts as per the requirement of the activity.

- Anand C
Secretary,
Executive Committee
Shishu Mandir,
Bengaluru

”



Soft board supported for classrooms
Shishu Mandir, Bengaluru



Students at Shishu Mandir, Bengaluru were excited to join back offline school



Furniture supported for classrooms at
Gandhi Shikshan Bhavan, Mumbai

Enabling Quality Education

C

IT support



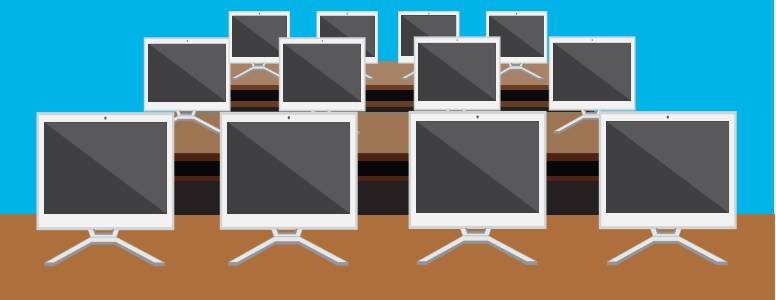
Need for the programme

The increased use of technology especially during the pandemic required schools to be better equipped with IT infrastructure to help promote digital literacy. At the onset of the pandemic, NGO run schools faced a challenge of providing devices to students to ensure a smooth transition to online learning. In 2021-22, as students started physically attending classes, the schools were required to upgrade their IT infrastructure to enable a smooth transition.

Our support includes

Ongoing **maintenance** of the **computer laboratories**

1



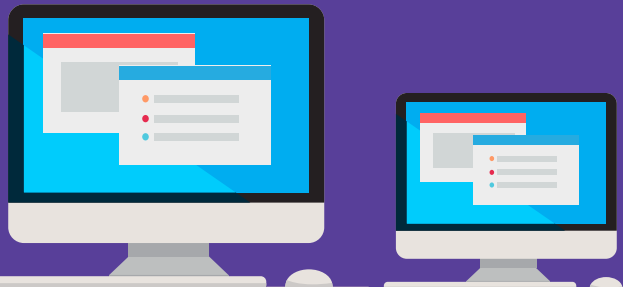
Equipping classrooms with **digital boards**

2



Providing **new desktops** for the computer labs

3



Enabling **internet connectivity** for the schools

4



Providing **data packs** to students to enable online learning

5



Software for the computer lab

6



Our impact

Over 1390 students impacted across seven schools



[Click here to view the video](#)

Ila Sarin

Principal
Vidya School, Gurugram



Enabling Quality Education

d Cyber security awareness



Need for the programme

Usage and dependency on the internet has increased manifold in the last two years. While students and teachers were able to stay connected and transitioned to online learning, this also exposed them to cyber security challenges.

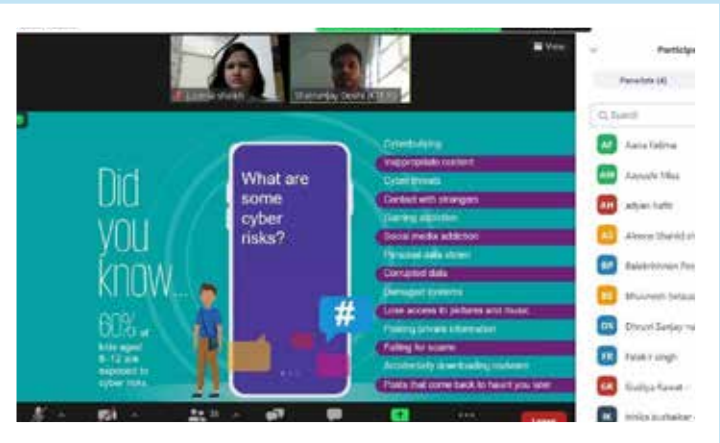
Our support includes

As part of the Global Cyber Awareness Month programme, cyber security professionals in the firm volunteered to conduct sessions for the students and teachers on being cybersafe.

“The cyber security sessions were scheduled at the right time when students were heavily dependent on the internet and other social media platforms to exchange notes, communicate with each other, etc. These sessions educated them about the various online frauds, threats and schemes, and how to be alert while using smartphones, digital payment platforms and any other online applications.



- **Yasmin Shakil**
Assistant Teacher
Gandhi Shikshan
Bhavan, Mumbai



Our people conducted sessions on Cyber security

Our impact

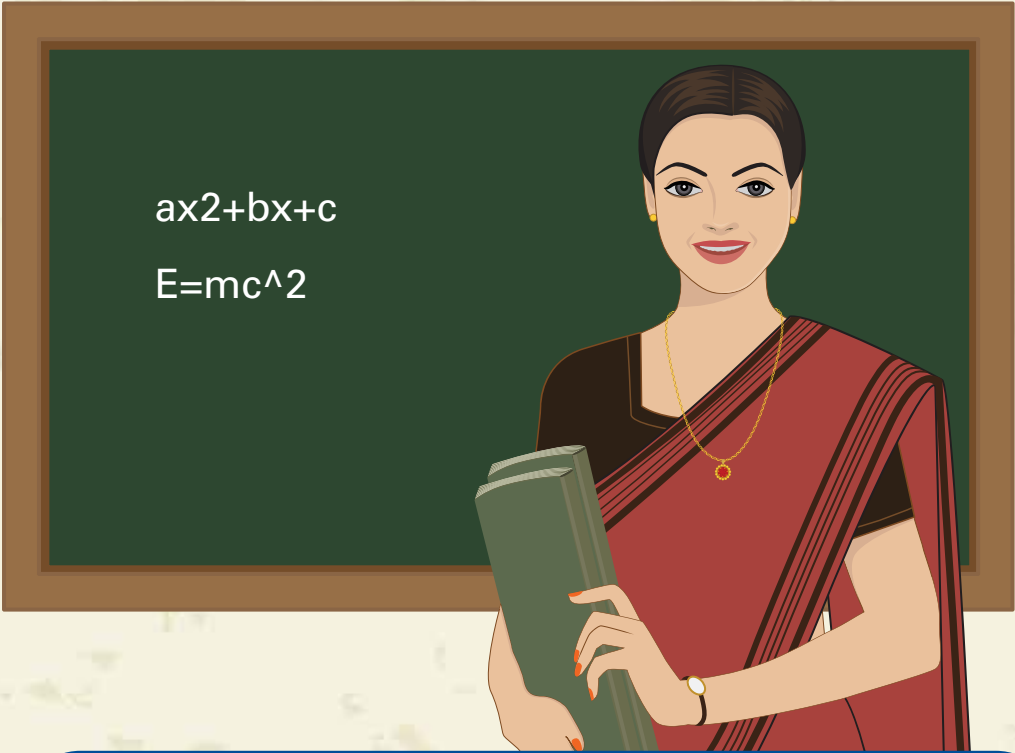
Over 390 students from seven schools participated in the online sessions



Enabling Quality Education

e

Investing in teachers



Need for the programme

A good teacher is the cornerstone of every student’s academic life. Since teacher salaries account for a major expenditure for an NGO run school, we support our partner organisations in managing this expense. During the pandemic, teachers played a vital role in ensuring the smooth transition to online learning. They were required to adapt to new teaching methodologies in a short span of time. In some cases, such as the NGO run schools we work with, the additional challenge was the unavailability of devices amongst teachers and students. We supported our partner NGOs to meet these challenges.

Our support includes

1

Continuing to **support the salaries** of teachers and educators

2

Upskilling educators and supporting **teacher training programmes**

3

Conducting **cyber safety** and **security training**

4

Helping **prepare digital study materials**

Our impact

We supported the salaries of over 40 teachers impacting over 3500 students



**Students attending regular
offline classes**

Vidya School, Gurugram

“

During the COVID-19 lockdown we lost a significant number of students whose parents moved to their villages. While the numbers have climbed up again post COVID, about 25% of our students (mainly from Uttar Pradesh) have elected to remain in the villages or have moved to low rent areas in far flung suburbs like Mira road in Mumbai. With the decrease in fees collected and increase in defaults due to financial hardship we found it increasingly difficult to pay the teachers' salaries. The number of classes remain the same as do the hours of teaching. In fact, we have had to arrange extra classes to cover lost ground of the last 2 years. KPMG in India stepped in to cover the salaries of key subject teachers that has helped us tide over without loss of academic standards.

- Dr. Seema Gupta

Trustee and President

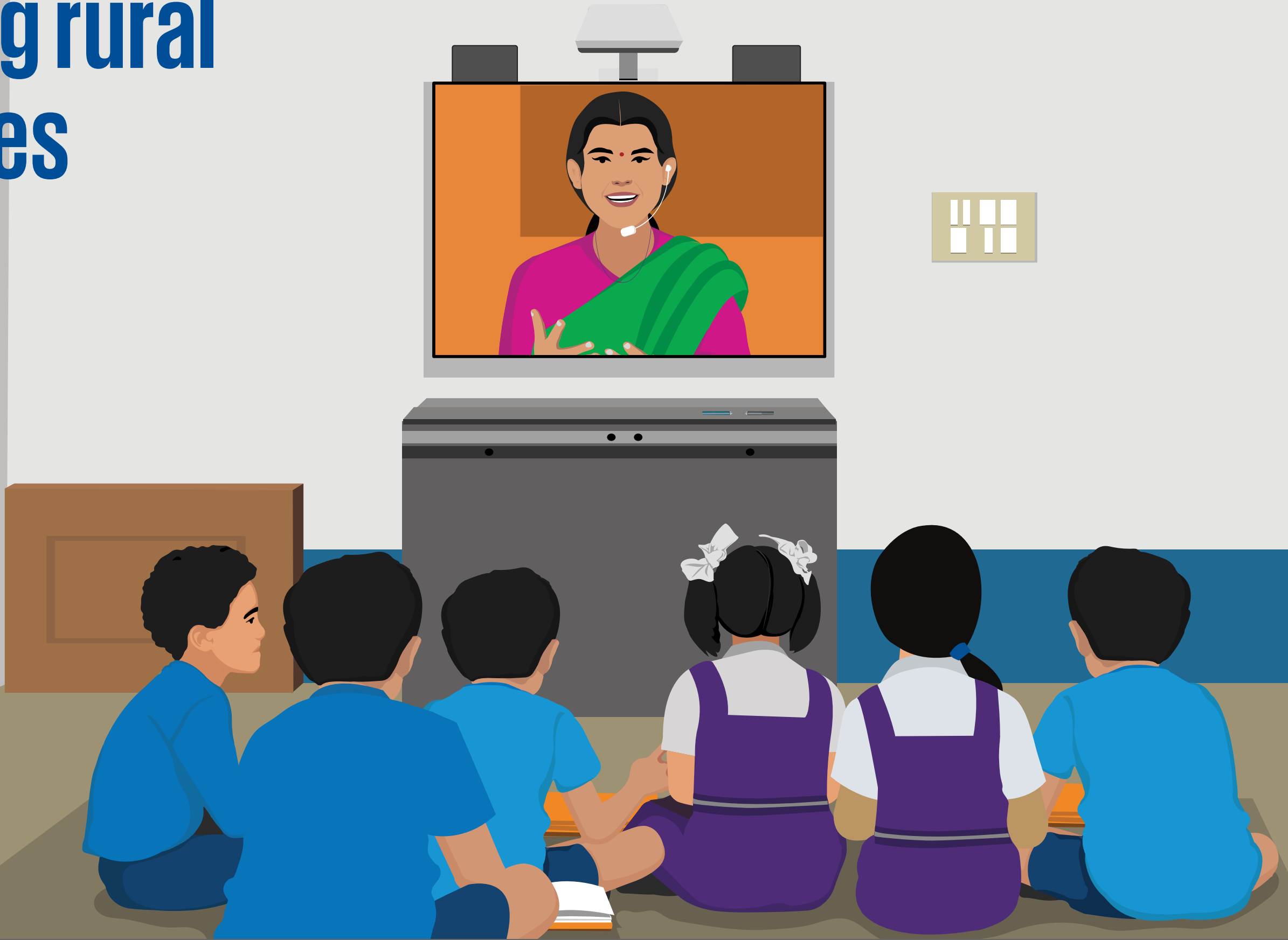
Taraben Master
English School, Mumbai



”

02

Empowering rural communities



02

Empowering rural communities

Our support includes:

a

eVidyaloka

b

Janyaa Foundation

c

Children's Lovecastles Trust

Empowering rural communities

A large part of the population in India is settled in rural areas out of which many are located remotely. An education system in these communities creates opportunities to build capacity and knowledge which will further help in creating upward social mobility of the rural populace.



Need for the programme

To enable students in rural parts of the country to have equal opportunities for pursuing education, and to provide access to quality educators, we partner with NGOs working in the rural and remote parts of India. Through our support, the NGOs are able to support quality teachers and improve the education infrastructure.

3. Rural population (% of total population) - India, The World Bank Group, accessed on 23 November 2022



Teachers leveraged technology to reach students whose families migrated to remote locations during the pandemic
Vidya School, Gurugram

Empowering rural communities

a

eVidyaloka



About the organisation

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.

Our support includes

Setting up and providing on-going support for two **remote teaching centres** at Hesla village, West Bengal (setup in 2018-19) and Kuppahalli village, Karnataka (setup in 2019-20)



Conducting **remedial classes** in **English and Mathematics** for students in grades six to eight **across three states**



Preparing videos/digital study content for grade five and six school students on topics related to Mathematics and Science **in regional languages** such as Bengali, Hindi, Marathi, Tamil and Telegu



Setting up of over 30 libraries in government schools **across seven states**



Our impact

More than 2000 students were impacted through our support



Library and books supported at Kuppahalli, Karnataka

Empowering rural communities

eVidyaloka

The learning centre helps to reach students in remote locations virtually

“

It was a great experience to impart knowledge and values to the children of eVidyaloka. As most of the schools are situated in remote areas, it is helpful for them when we conduct classes in their regional languages. Taking sessions in their mother tongue helps them to understand the topics very easily, to communicate with the volunteer teachers and to clarify their doubts.

- Sai Kumar Kandapa

Consultant, Finance Advisory, KPMG in India

”



Library and books supported at Devinagar, Uttar Pradesh



“

KPMG in India has been a continued supporter of eVidyaloka's Digital Classroom programme for many years now. They have been very understanding of the limitations posed due to COVID-19 pandemic and continue to support education through technology enabled solutions. We are delighted by the partnership which has enabled support in two schools. Furthermore, KPMG in India enabled us to implement libraries across 31 schools from Andhra Pradesh, Jharkhand, Karnataka, Maharashtra, Uttar Pradesh, Uttarakhand and West Bengal. 1,860 children today have access to the eVidyaloka Joy of Reading Program that enables them to inculcate a reading habit and focus on comprehension building skills. On behalf of the field teams, children and eVidyaloka team, I thank KPMG in India for being a strong partner in the cause of rural education.

- Brinda Poornapragna

Chief Executive Officer
eVidyaloka Trust,
Bengaluru



”

Empowering rural communities

b

Janyaa Foundation



About the organisation

Janyaa Foundation is a non-profit organisation focused on developing creative problem-solving skills among children studying across grades six to 10 at government schools in Andhra Pradesh and Telangana. They provide teacher training to help build teacher capacity in schools located in remote locations. 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. As part of its community outreach, Janyaa also sensitises parents on the importance of education.

Our support includes

We supported the setting up and implementation of the Janyaa Nature Lab (JNL) programme across 10 government schools in the Krishna district of Andhra Pradesh. As part of the JNL programme, students in grades six to nine were taught how to understand and apply scientific and mathematical principles to growing a vegetable garden as part of hands-on STEM experiential learning. Over the course of 3.5 months, 777 students were trained on 15 Science and 14 Math experiments and concepts. In addition to the experiments, students also participated in peer learning sessions where concepts were strengthened, and doubts were clarified. The peer group sessions were facilitated by 42 teachers who were also trained as part of the JNL project.

According to an assessment conducted by Janyaa Foundation, it was found that school closures, alongside other secondary impacts of the COVID-19 pandemic had a major impact on children as they lost access to quality education for nearly 1.5 years. The Janyaa Nature Lab programme also faced many challenges due to frequent school closures. Despite facing multiple challenges, the NGO witnessed significant improvement in the children’s knowledge in STEM, biodiversity, financial literacy, social skills and future readiness. A 41.6 per cent improvement was seen when the Baseline Assessment was compared to the Endline Assessment.

Children showed great enthusiasm in learning the science behind gardening. They were proud of the produce they were able to grow given all the challenges like poor quality of soil, water scarcity and lack of secured garden area etc



Teachers training in progress

Our impact

Over 40 teachers and more than 775 students were impacted through the JNL programme



Empowering rural communities

Janyaa Foundation



Understanding functions of roots



Understanding the physical properties of soil



Taking land measurements



Identifying various types of roots



Measuring diameter of circular land



Understanding transpiration in plants

“

Janyaa Foundation’s mission is to enable children to impact their communities through experiential learning. Their Janyaa Nature Lab (JNL) is a one-of-a-kind program where children apply their science & math knowledge in growing vegetables in their school gardens while learning basic financial concepts, nutritional benefits, and environmental impact among others.

KPMG in India supported the JNL initiative in 10 government schools of Andhra Pradesh where we have seen 40% increase in STEM knowledge and 80% increase in social and teamwork skills. Over 85% of children have started practicing kitchen garden activities at home, eating healthy and nutritious food.

- Venu Nadella

Founder and Director
Janyaa Foundation,
Bengaluru



”

Empowering rural communities

C

Children's Lovecastles Trust



About the organisation

Children's Lovecastles Trust (CLT) is a charitable trust working in the field of education with an aim to help teachers and students in government schools located in remote locations across India. The organisation has designed an interactive pedagogy for STEM subjects that is delivered by means of a low-cost technological platform to enhance learning and achieve better educational outcomes. The content can be accessed without the internet as well.

Our support includes

Supporting the training of 500 teachers across 100 schools in Karnataka, enabling them to effectively adopt the ePatashale digital pedagogy - an interactive STEM learning and teaching tool that helps engage students better.

Our impact

500 teachers trained and over 12000 children will be impacted



Teacher training on digital pedagogy was conducted by CLT across locations in India

03

Skill enhancement



03

Skill enhancement



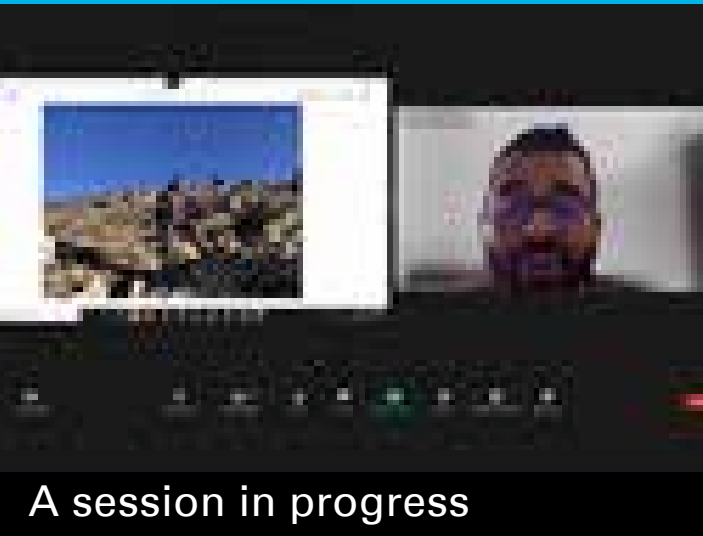
Need for the programme

Our focus on Lifelong Learning goes beyond the classroom to support holistic learning and growth. This provides the students an opportunity to develop into well-rounded individuals. Through various skill-based knowledge sessions, our people provide innovative coaching, mentoring, and life skills learning amongst students. In the past year, we organised multiple skill-based sessions that not only helped create a strong pipeline-of skilled, workforce-ready future talent, but also helped energise our people, by offering them a platform that galvanises them to make a personal commitment to supporting learning and skills development.

Our support includes

1 Knowledge sharing sessions

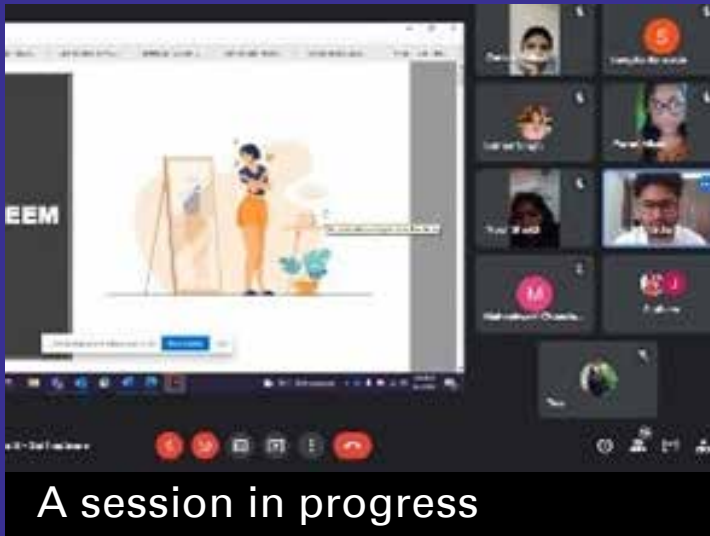
To encourage students to pursue extra-curricular activities and explore areas beyond academics, our volunteers conducted various virtual sessions on activities (hobbies) that they themselves are passionate about. Some of the areas covered through these sessions included sports activities such as badminton, triathlon, trekking, chess, athletics and exploring various art & craft and dance forms. These sessions help enhance the exposure of students, spark an interest, and also assist in building a much-needed foundation for confidence and strong self-esteem amongst students.



A session in progress

2 Life-skills sessions

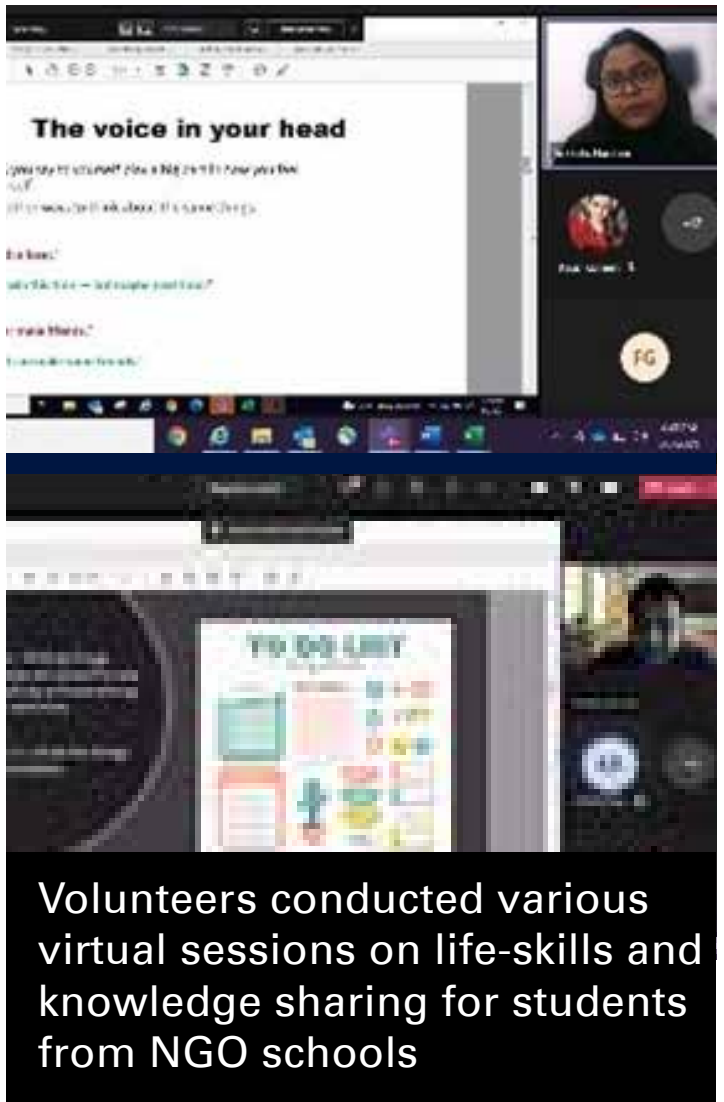
Equipping children with important life-skills is key for their overall personality development. Given that the students we support belong to underserved communities, most often these students are left bereft of such essential life skills. Our people help equip the students with skills to navigate through challenging situations, adapt to circumstances, and provide them with a sense of confidence and social conscience.



A session in progress

Our impact

Over 115 sessions were conducted by our people



Volunteers conducted various virtual sessions on life-skills and knowledge sharing for students from NGO schools


Skill enhancement

The students could pick a session from a wide variety of skills depending on their interest ranging from art to athletics to goal setting

“

The sessions push the students to think in a direction which is important for their survival and growth. The sessions also equip them with life skills which may be transformational going forward in their lives.

”




- Suman Mendiratta
Associate Director, - Markets,
Office Managing Partner, KPMG in India

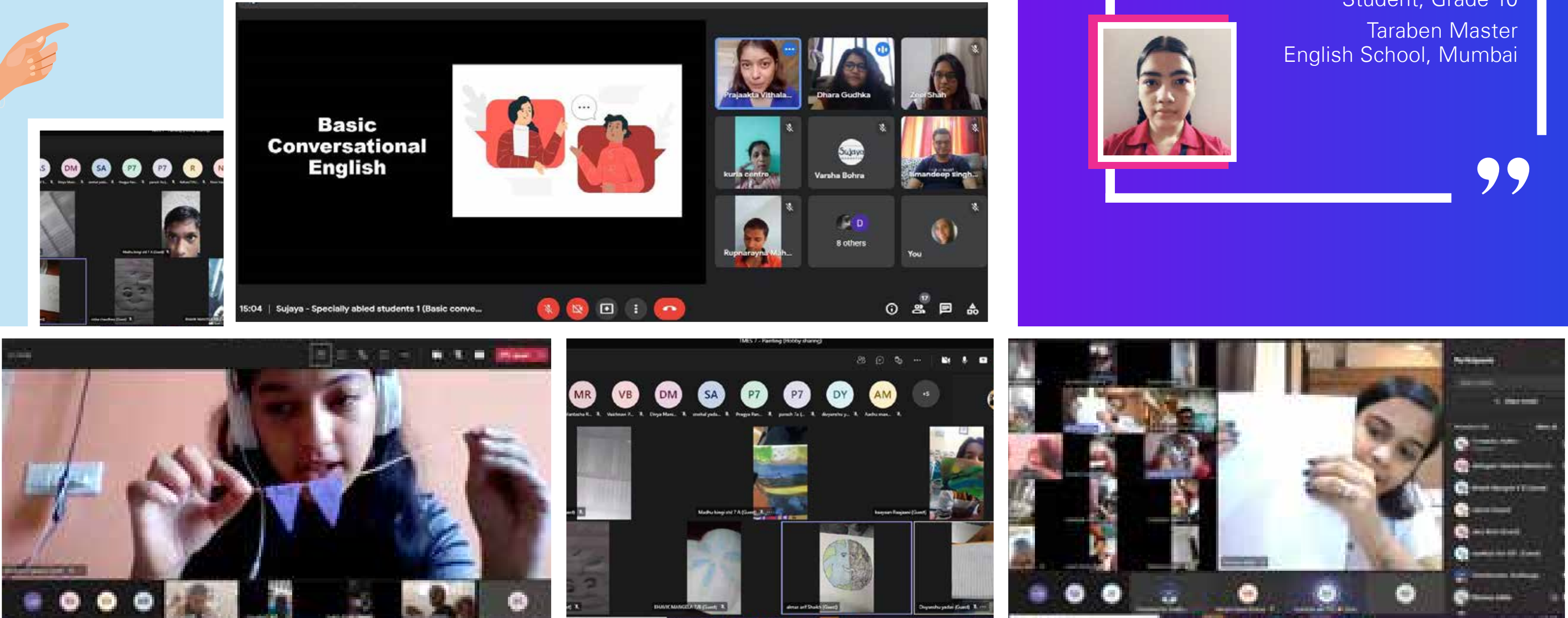
“

I found the session on time management very helpful. I learnt how to divide my time between different activities. I have been able to balance my study time and play time, practice self-discipline and have been able to focus better. Moreover, I have noticed that I have become less stressed. Thank you for this practical session.

”



- Sarita Khatri
Student, Grade 10
Taraben Master English School, Mumbai



Our people also shared about their hobbies to encourage students to actively participate in extra-curricular activities

04

Women empowerment

It is so inspiring to see you make a career at a renowned multinational company

Thank you! The support I have received from the school and KPMG in India played a big role in helping me shape my future



Breaking
barriers
boulevard



Women empowerment

Our support includes:

a

Aspire

b

Mukul Madhav Foundation

c

Foundation for Excellence

Women empowerment

a

Aspire



Need for the programme

Being a developing country, India deals with various social issues. By enabling Quality Education, we envision to help address some of the important issues, especially poverty and gender inequality, as these significantly affect the development of girls and young women from disadvantaged communities.

The Aspire programme is an integral part of this vision and aims to enable social inclusion, economic prosperity and gender empowerment (by advancing quality education). The programme is designed to provide equitable opportunities to girls from disadvantaged socio-economic backgrounds to pursue their education, select a profession of choice and obtain financial independence.

Our approach

We have adopted an approach that is mindful of holistic development of the students. We aim to help the girls overcome challenges of poverty and gender inequality by supporting their education, building on their skills and confidence, providing career and personal guidance.

Ethos of the programme

The programme is built on the ethos that ‘do for the Aspire girls as you would for your own children’ and also that when the girls reach college they should have had as similar an exposure as possible to their peers.

Our impact

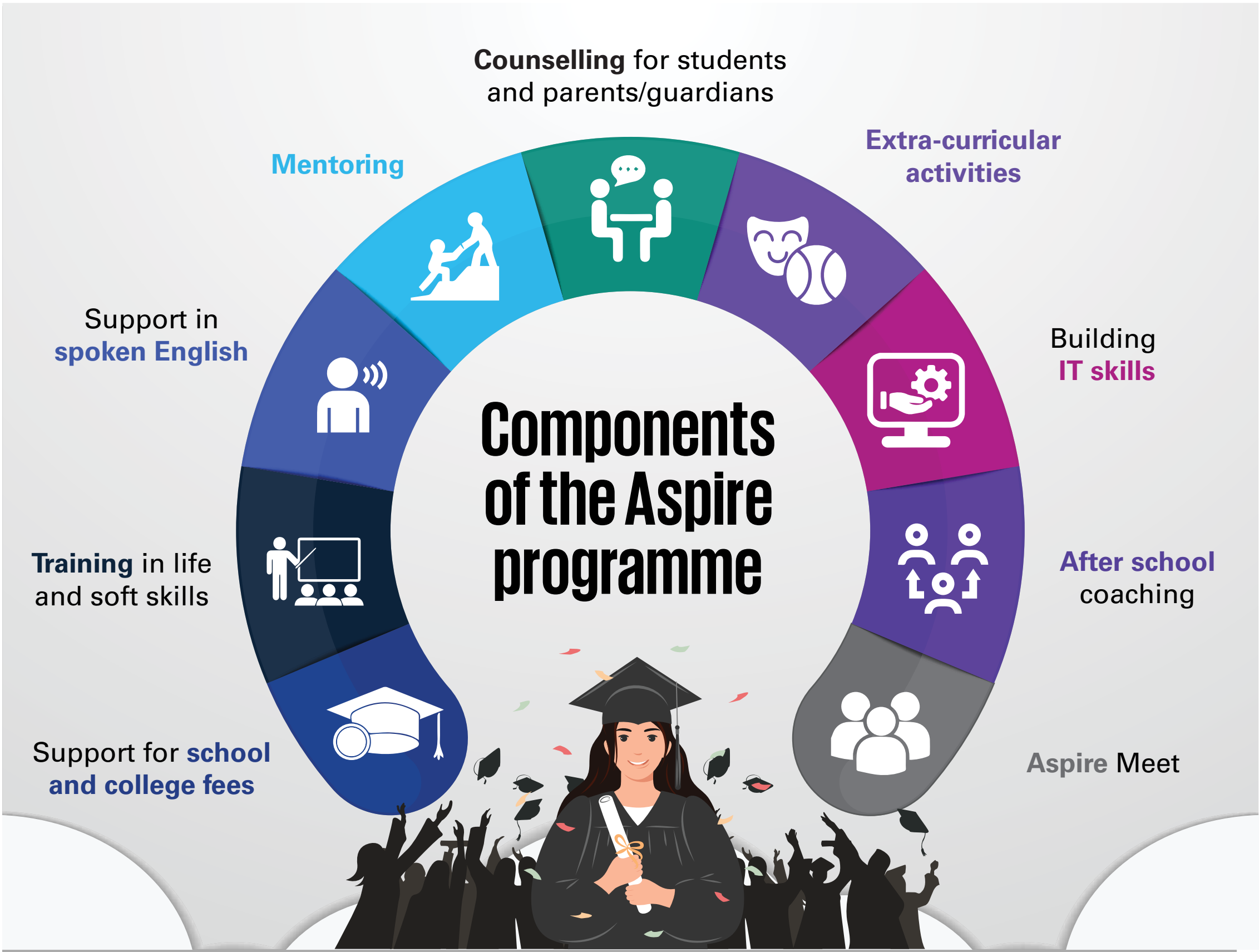
Over 310 girls impacted



Women empowerment

Aspire

Components of the programme

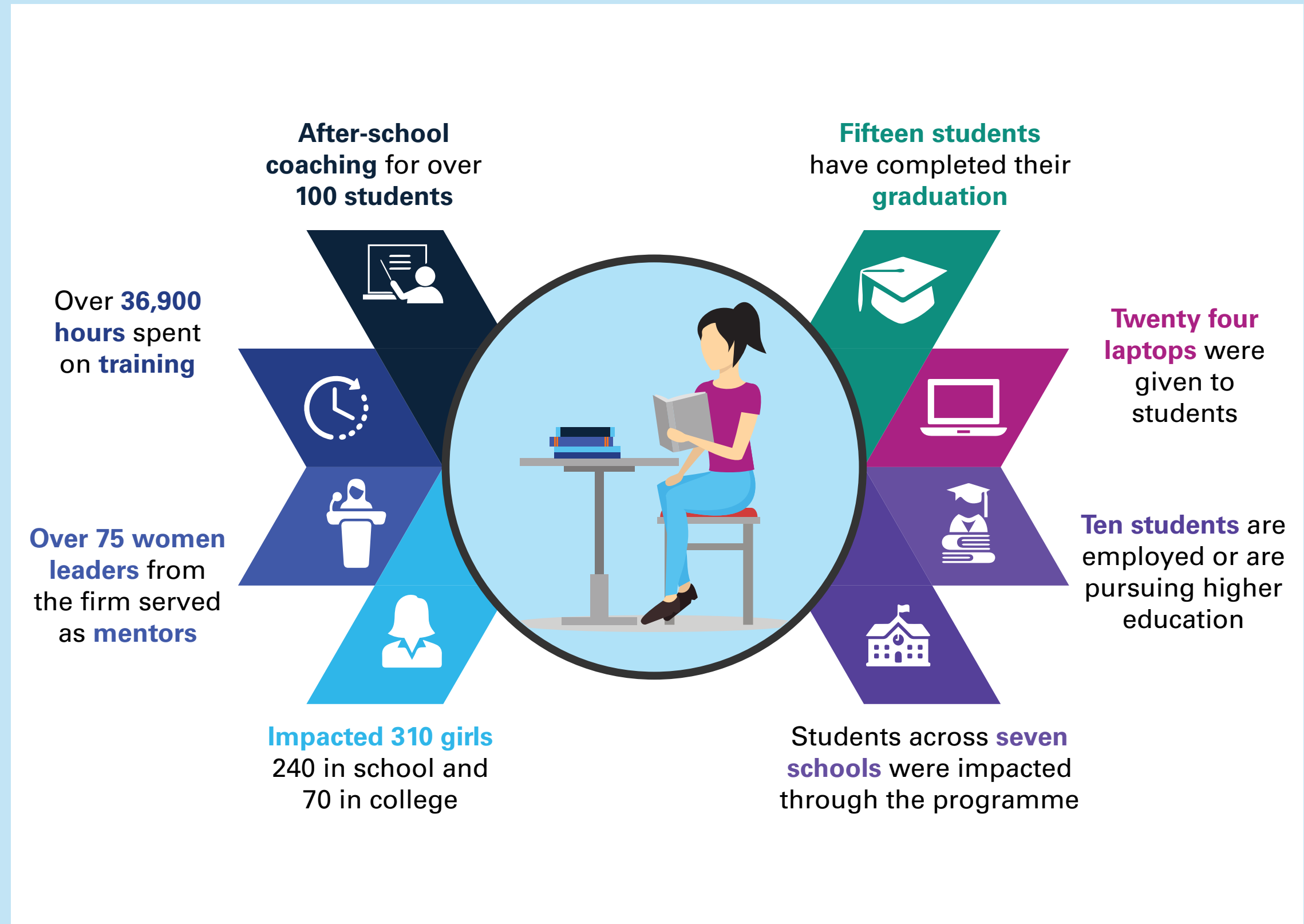


Click here to view the video

Meera Singh
General Counsel, Partner
KPMG in India



Our impact in 2021-22



“Aspire not only encourages us to perform better academically. It also helps inculcate skills to prepare us better for life in the future.

Studying in 10th standard with the board exams just ahead was very stressful, however we had various sessions from Aspire which helped me increase my focus and prepare better for the upcoming exams.

We had a counselling session by Maria Ma’am where she counselled us on time management and how important it was to set short term and long-term goals and work towards achieving them.

We also had various other sessions such as career counselling, and effective listening.

All these sessions played a major role in helping me improve both academically and as an individual and I scored better than I had hoped to.

I would like to thank Aspire for this.

- Bhavani S
Student, grade 11
Shishu Mandir, Bengaluru

”

Women empowerment

Aspire



Click here to view the video

Dr. Priti Dhawan

Professor, Lady Shri Ram College for Women
University of Delhi




Click here to view the video

Aabha Chandane

Manager, Markets
KPMG in India

“ The past year, with restrictions due to COVID-19 pandemic and new ways of doing things, was tough on the girls. Specially the whole college experience that they were missing out on thanks to two years of virtual classes. Our mentoring sessions, of which in-person conversations was a major part, also moved online (mostly audio due to network issues) and there was a noticeable disconnect in the conversations. Though the group connects were fewer, talking of what each one of them was going through and knowing that others also faced similar challenges, I think made it slightly easier for them to navigate college life. One thing that improved due to lesser group connects was an increased one on one connect with the girls and this helped me having a more personal equation with them. I think staying connected paid off in small ways that were significant. I am grateful that we were able to overcome the challenges as a group.

- **Nisha Syriac**,
Director - Human Resources,
KPMG in India




“ I feel very lucky to be a part of the Aspire programme. I have always felt supported during my journey as an Aspire student. It is the only reason because of which I have been able to continue my studies. The several sessions planned for us like life skill sessions, speech and drama workshops, etc. have sharpened our skills and shaped our personality.

I would also like to thank my mentor for her constant guidance and that has played a vital role in helping me choose this career path. KPMG in India has helped me financially by paying my college fees and my Chartered Accountants foundation coaching fees. This help came in at the right time as my father had lost his job during the pandemic and if it weren't for KPMG in India, I couldn't have even dreamt of pursuing Chartered Accountancy.

The firm also provided us with laptops which made our lives so much easier because we could work on our college assignments and presentations quite seamlessly. Being part of Aspire programme is like a beautiful blessing to me. A big shout out to Aspire for not only letting girls like us dream bigger but also providing us the right tools to achieve that dream.

- **Laxmi Jha**
Student, Bachelor in Commerce
(second year) at BL Ambani College
of Commerce and Economics
Alumna of Gandhi Shikshan
Bhavan, Mumbai



Women empowerment

Aspire

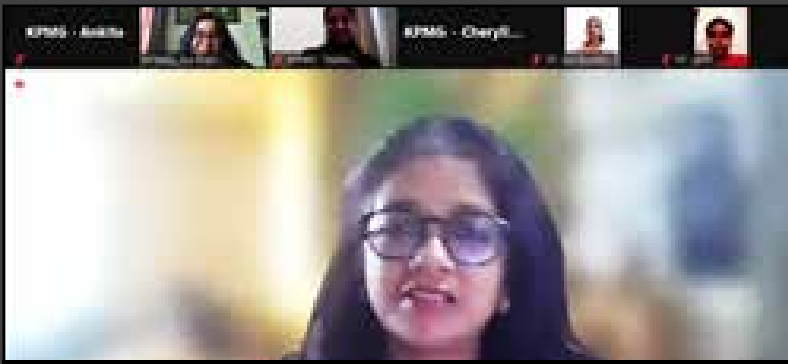
Aspire Online Meet 2021-22

On 15 January 2022, we organised the Aspire Online Meet 2021-22, for 55 girl students studying in grade 11 of our partner NGO schools in Bengaluru, Gurugram, Mumbai and Noida. Some of the key events included:

- Stories of perseverance by three Aspire alumnae
- A meaningful interaction with senior women leaders from the firm who shared their stories on how they continue to pursue their career aspirations
- Felicitation of students for their exemplary performance in grade 10 and 12 Board examinations. Two students also spoke about how they achieved their academic goals despite the challenges they faced during the pandemic
- An improv theatre performance and fun-filled Bollywood themed games.



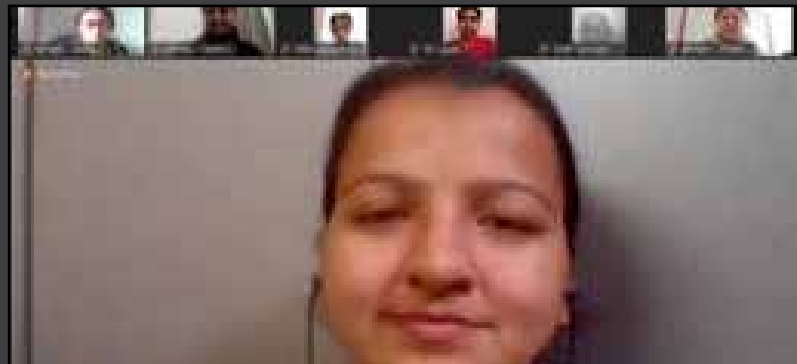
Ira Gupta Tuteja (Advisor - Corporate Citizenship, KPMG in India) welcoming students to the event



Shalini Pillay (Office Managing Partner - Bengaluru, India Leader - Global Capability Centres, KPMG in India) congratulating the high performing students



Meera Singh (General Counsel, Partner, KPMG in India) motivates the Aspire girls



Aspire alumna sharing her journey



High performers share their stories of success



An improv theatre performance and fun-filled games were organised for the students



Women empowerment

b

Mukul Madhav Foundation (MMF)



About the organisation

MMF is a public charitable trust that was established in 1999. The organisation focuses on community initiatives in the healthcare, social welfare, and education sectors. The Mukul Madhav Vidyalaya is situated in Ratnagiri, Maharashtra. They started the school with 151 students in 2010 and currently provide education to over 630 students in nursery till Junior College. The students primarily belong to families of the farming and fishermen community.

Our support

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.

Our impact

We supported the education of seven girl students



**Team KPMG in India,
You are transforming lives.**

THANK YOU!

TANAYA SURENDRA NAYAK
(STD 2)

MHADAYE TIRTHA VAISHAVKUMAR
(STD 3)

NAYAK ANKITA SURENDRA
(STD 5)

CHAVAN SHREYA VISHAL
(STD 7)

PAWAR GARGI UMESH
(STD 8)

PRAKASH KHUSHI SANJAY
(STD 9)

MAJGONKAR SWARA
RAJENDRA
(STD 4)

We extend our heartfelt gratitude on behalf of the students and their parents for your kind support. Your generosity has helped brighten the future of 7 precious children at Mukul Madhav Vidyalaya.



Women empowerment

Mukul Madhav Foundation (MMF)



“

Mukul Madhav Foundation is grateful to KPMG in India for supporting students at Mukul Madhav Vidyalaya (MMV) in Ratnagiri with education scholarships. These students and parents are blessed to receive this scholarship as these families belong to the lower economic strata. These children are first generation learners, belonging to the fishermen and farming community, hence deserve quality and holistic education.

MMV stands at the forefront of providing the same and thus amplifying with the support of KPMG in India.



- Ritu Prakash Chhabria

Co-founder and
Managing Trustee

Mukul Madhav
Foundation, Bengaluru

”

Women empowerment

C

Foundation For Excellence

FFE-Akhil Bansal
KPMG in India
scholars programme



About the organisation

Foundation For Excellence in India Trust (FFEIT) is a not-for-profit organisation committed towards 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.

Our support includes

Scholarships

1

We sponsored the scholarships of 20 meritorious girl students from Delhi, Haryana, Karnataka, Tamil Nadu, Assam, Uttar Pradesh, West Bengal and Maharashtra, who are currently pursuing their Bachelors in Engineering and Technology from prestigious colleges and universities such as:

- Indian Institute of Technology Delhi
- Indian Institute of Technology Kharagpur
- College of Engineering Pune
- Madras Institute of Technology
- National Institute of Technology Thiruchirapally



Mentoring

2

Women leaders from the firm serve as mentors to the girl scholars supported by us. The mentors serve as role models, share learnings from their own academic and professional journey, and guide the girls towards successfully navigating the technology careers.



Our impact

Supported the scholarship of 20 girl students



IT support

3

To ensure that the students are able to continue online learning and attend college classes virtually (particularly during the pandemic), we provided laptops to the students.



Women empowerment
Foundation For Excellence

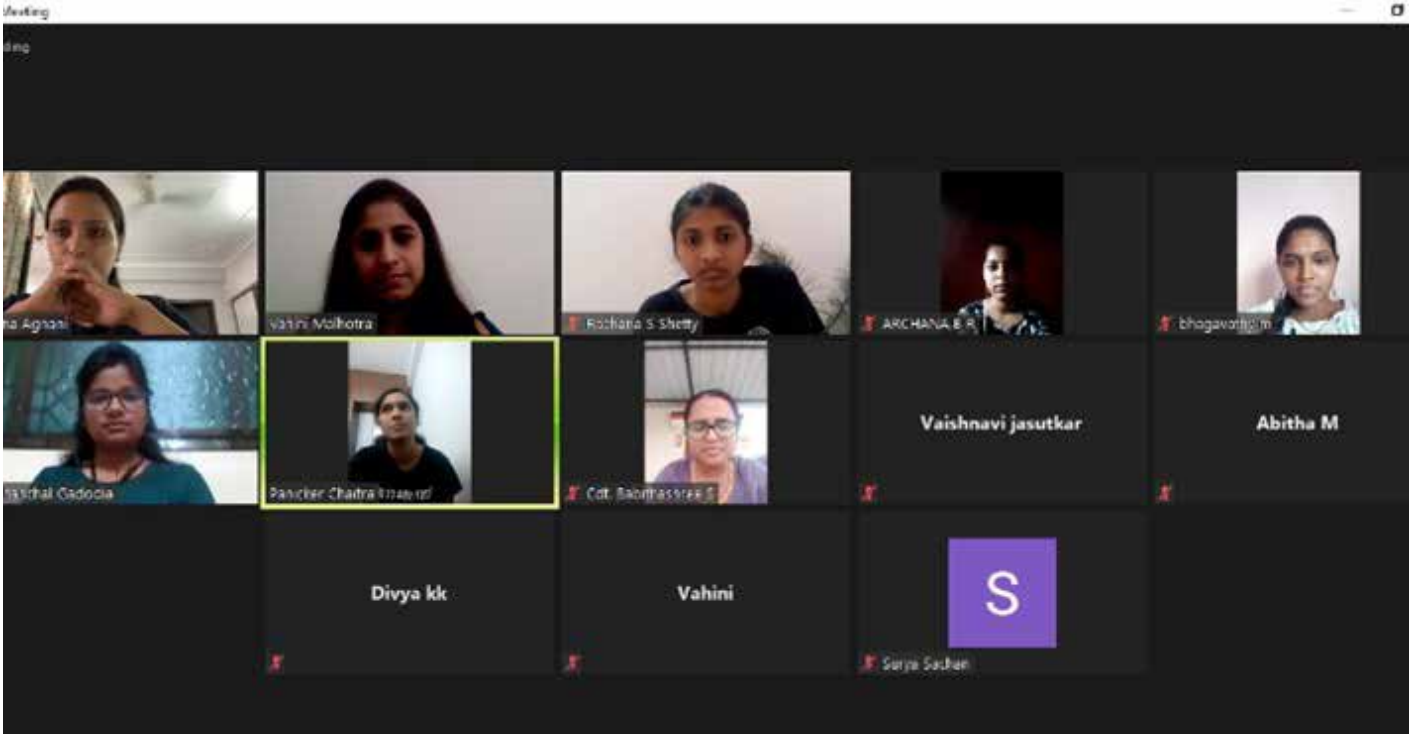
Our support includes

Sessions to build life-skills

4

Senior leaders from the firm volunteered to conduct virtual sessions on important life-skills to help students prepare for their professional journey. Some of the topics covered included:

- Future of work
- Personal branding
- Resume building
- Interview handling and virtual interviews - tips and tricks



Our people conducted various virtual sessions to help develop life-skills of the students

Women empowerment

Foundation For Excellence

FFE-Akhil Bansal KPMG in India scholars**Divya K K**

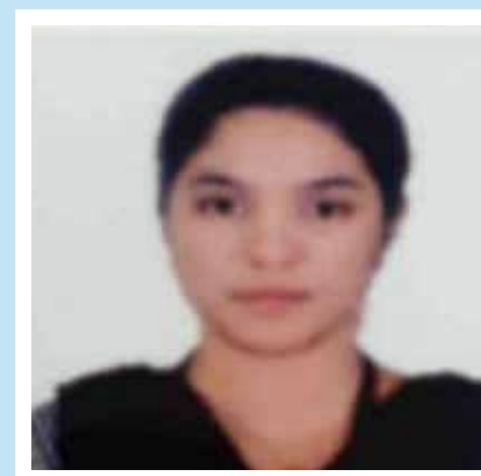
BE/B.Tech, Electronics and
Communication Engineering
3rd year, Dayanand Sagar
College of Engineering,
Bengaluru

**Vaishnavi Jasutkar**

BE/B.Tech,
Electrical Engineering
3rd year, College of
Engineering Pune

**Archana B R**

BE/B.Tech
Electronics and Communication
Engineering, 3rd year,
Sir M Visvesvaraya Institute of
Technology, Bengaluru

**Chaitra Panicker**

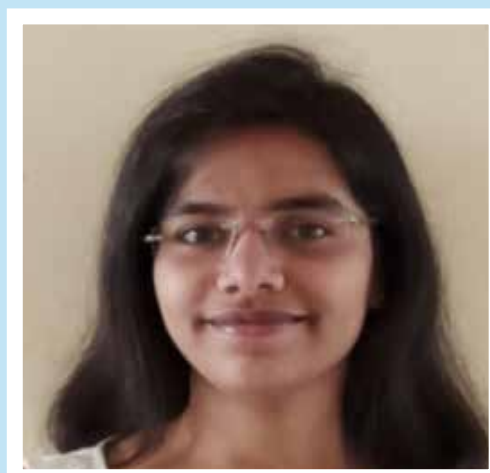
BE/B.Tech
Electronics and Communication
Engineering
3rd year, Sir M Visvesvaraya
Institute of Technology
Bengaluru

**Chanchal Gadodia**

BE/B.Tech, Electronics
and Telecommunication
Engineering, 3rd year,
College of Engineering Pune

**Bhagavathy M**

BE/B.Tech
Electronics and
Telecommunication Engineering,
3rd year Madras Institute of
Technology, Chennai

**Surya Sachan**

BE/B.Tech,
Electrical Engineering
3rd year, Indian Institute of
Technology Delhi

**Rachana S Shetty**

BE/B.Tech
Computer Science and Engineering,
3rd year, University Visvesvaraya
College of Engineering
Bengaluru

**Abitha M**

BE/B.Tech
Information Technology
3rd year, Madras Institute of
Technology, Chennai

**Babithashree
Sivamanoharan**

BE/B.Tech, Geo Informatics,
3rd year, College of
Engineering, Anna University
Chennai

Women empowerment

Foundation For Excellence

FFE-Akhil Bansal KPMG in India scholars

Mundru Nikhitha

BE/B.Tech, Instrumentation
and Control Engineering
2nd year, National
Institute of Technology,
Tiruchirappalli


Annu Yadav

BE/B.Tech
Computer Science and
Engineering
2nd year, Indian Institute of
Technology, Delhi


Arti Sahu

BE/B.Tech, Mathematics
and Computing
2nd year, Indian Institute of
Technology, Guwahati


Sujata Kumari

BE/B.Tech,
Computer Science and
Engineering, 2nd year,
National Institute of Technology,
Tiruchirappalli


Pilli Sadvika Kiranmai

BE/B.Tech,
Electrical Engineering
2nd year, Indian Institute of
Technology, Kharagpur


Arjina Jana

BE/B.Tech-Computer Science
and Engineering, 2nd year,
Motilal Nehru National
Institute of
Technology, Allahabad


Apurva Apurva

BE/B.Tech Chemical
Engineering, 2nd year,
National Institute of
Technology, Surathkal


Chanchal Yadav

BE/B.Tech, Electrical
Engineering,
2nd year,
National Institute of
Technology, Kurukshetra


Shivani Meena

BE/B.Tech-Mathematics and
Computing,
2nd year, Indian Institute
of Technology, Delhi


Ms Sheetal

BE/B.Tech,
Mathematics and
Computing, 2nd year,
Indian Institute of
Technology, Delhi

05

Empowerment through education



05

Empowerment through education



About the programme

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

Our support includes

Scholarships through school and college



Sponsoring school and college **books, uniforms and IT classes**



Providing IT support –

Tablets were provided to the children of our housekeeping and security staff members, to ensure continuity of online learning




Our impact

- **Over 185 scholarships given to children of our office support staff members across locations**
- **More than 50 tablets were distributed to students in 2021-22 and 100 in 2020-21**




Empowerment through education

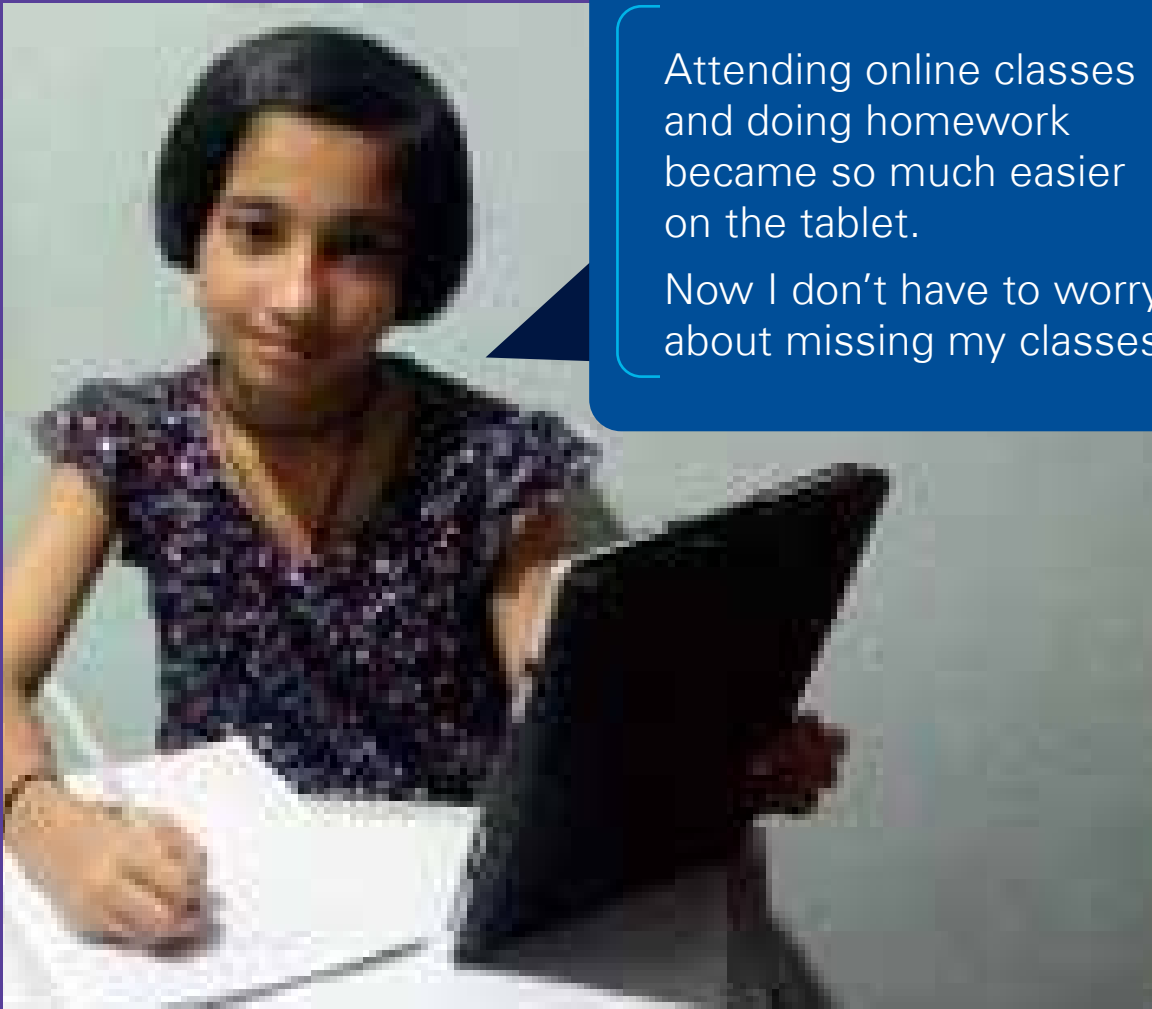


Click here to view the video

Suryakant Karjavkar

Office Assistant
KPMG in India





Attending online classes and doing homework became so much easier on the tablet.

Now I don't have to worry about missing my classes!

Sujata Barik (Grade 6 student, VIDYA School, Gurugram) attending an online class

~:Thank You Message:~

Four years ago, when I was promoted to new class, I was very excited. I packed all my books, pencil box, notebooks, etc. and was eagerly waiting to go to school the next day. But suddenly we got the news about the COVID-19 pandemic and everything got closed. Not just in India but around the world.

Due to this, our school started to conduct our classes online so that we could study from our homes. But at that time, one problem was that there was only one mobile phone was available in my house. My brother and I, both required the phone to attend our classes. Our class timings would often clash due to which we had to miss some of our classes.

After a few months, KPMG in India provided us two tablets for my brother and me. Now that we both had our own devices, we could attend all our classes and there was no fear of missing a class or activities that were conducted. With the help of the tablet, I could also attend activities like the English story reading sessions, other life skill workshops and training.

The device helped me a lot during the pandemic to continue my education. I could easily access my online classes and workshops which helped me to get - good scores in my exams. Even today the tablet is very helpful for me in my studies. I am very thankful for this.

By -> Sujata Barik

Message from Sujata Barik



We provided tablets for children of our support staff to help them attend online classes

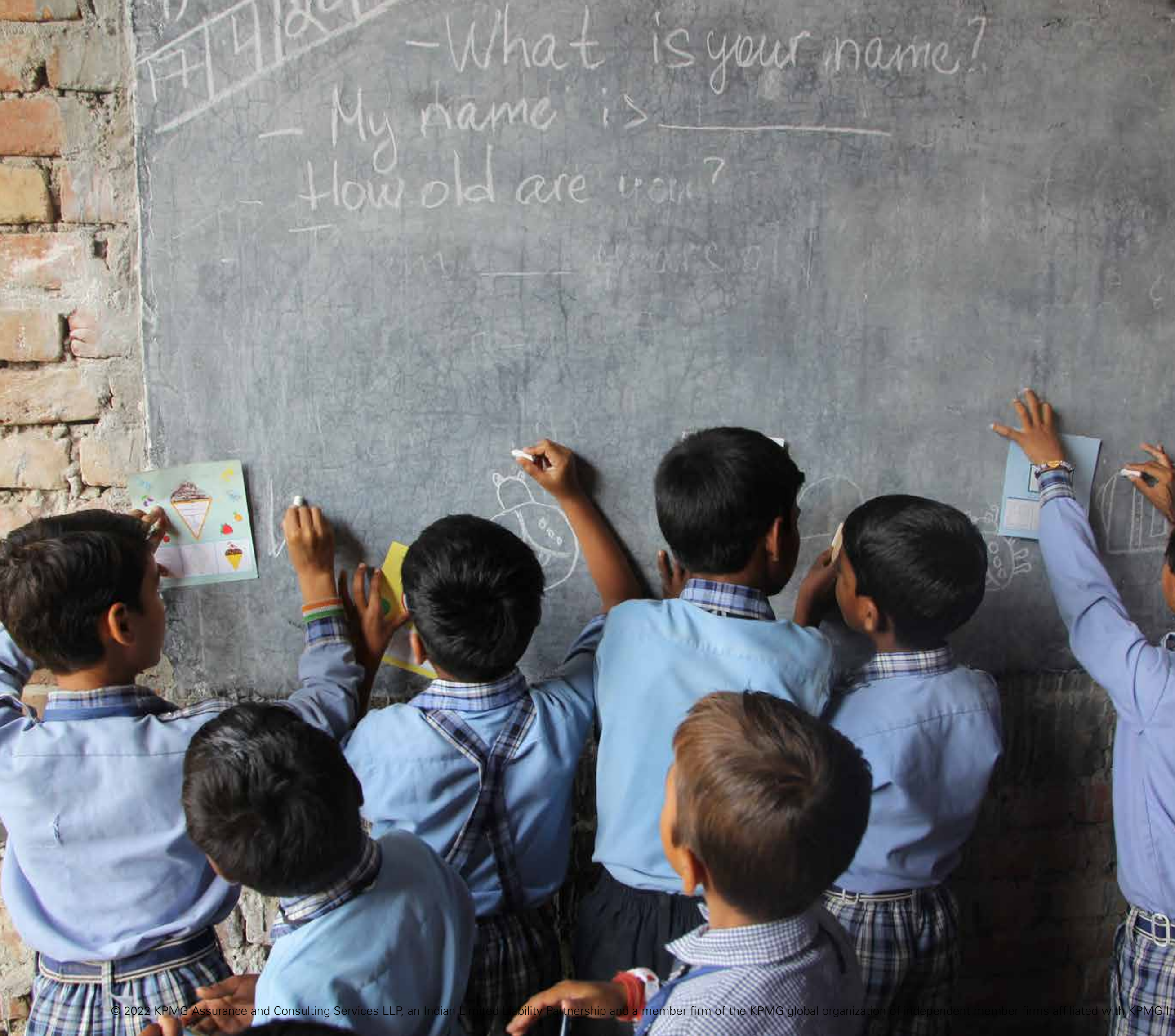
06

Inclusion

The mobile learning centre has helped us provide a learning opportunity for tribal students in remote villages



Together for better street



Inclusion

Our support includes:

- a**

Sujaya Foundation
- b**

TYCIA Foundation

Inclusion

Through our community outreach we work towards promoting social inclusion and enabling equal educational opportunities to persons with disabilities (PwDs) and empowering girls from tribal communities of India.

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.



Inclusion

a

Sujaya Foundation

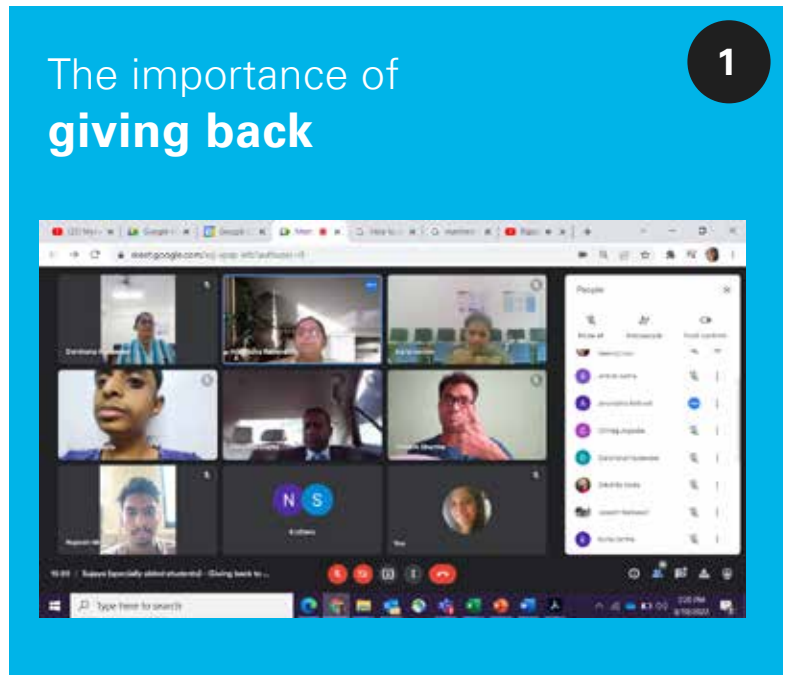


About the programme

Sujaya Foundation works with youth from underserved communities and persons with disabilities, by providing them education and equipping them with employability skills. They conduct digital and linguistic training for their beneficiaries, help them secure paid internships, and assist with job placements.

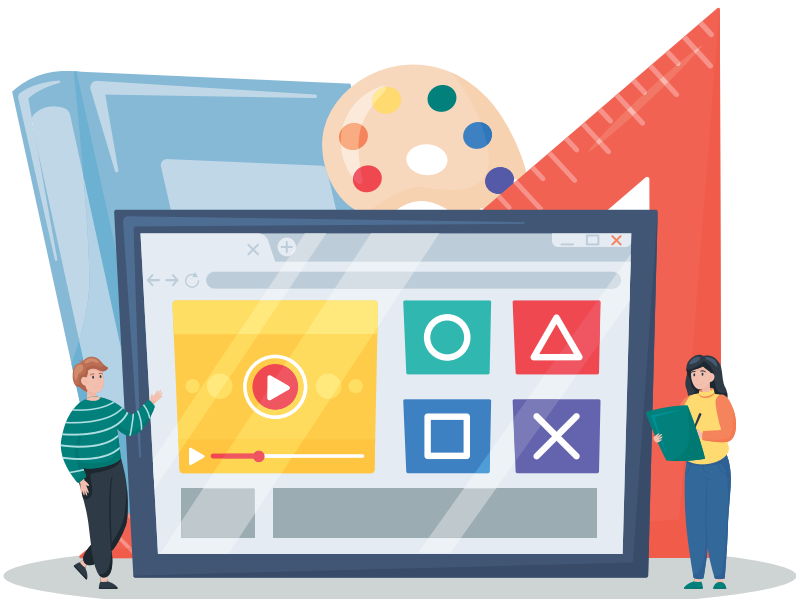
Our support includes

Our people conducted multiple virtual training sessions to help build the life-skills of the students at Sujaya Foundation. The sessions are conducted in the presence of trained teachers from the organisation. The teachers use sign language to interpret content for the differently abled students. Some of the topics included:



Our impact

Fifty Sujaya students were impacted through the life skill sessions conducted by our people



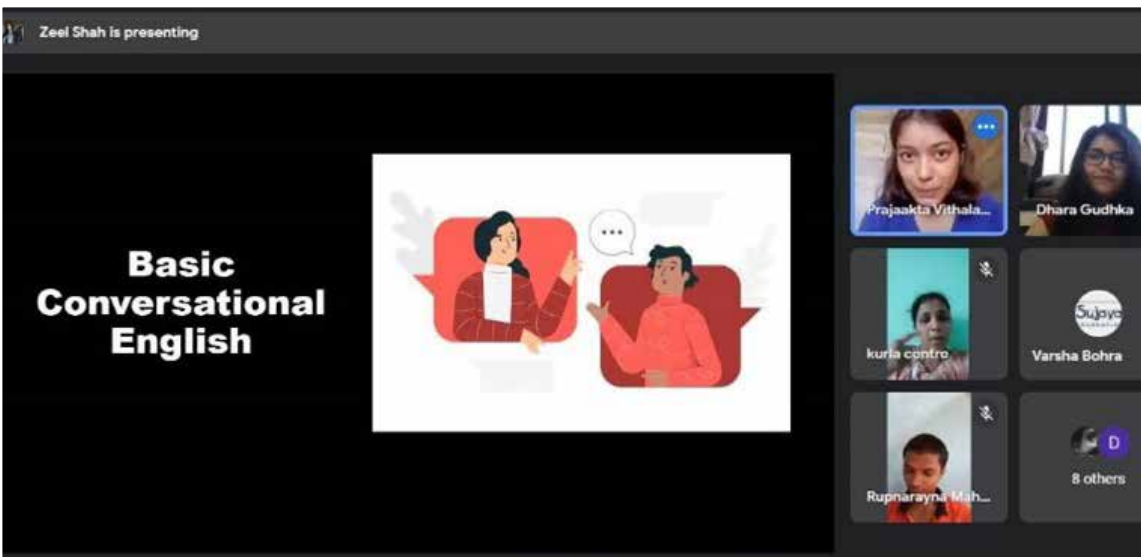
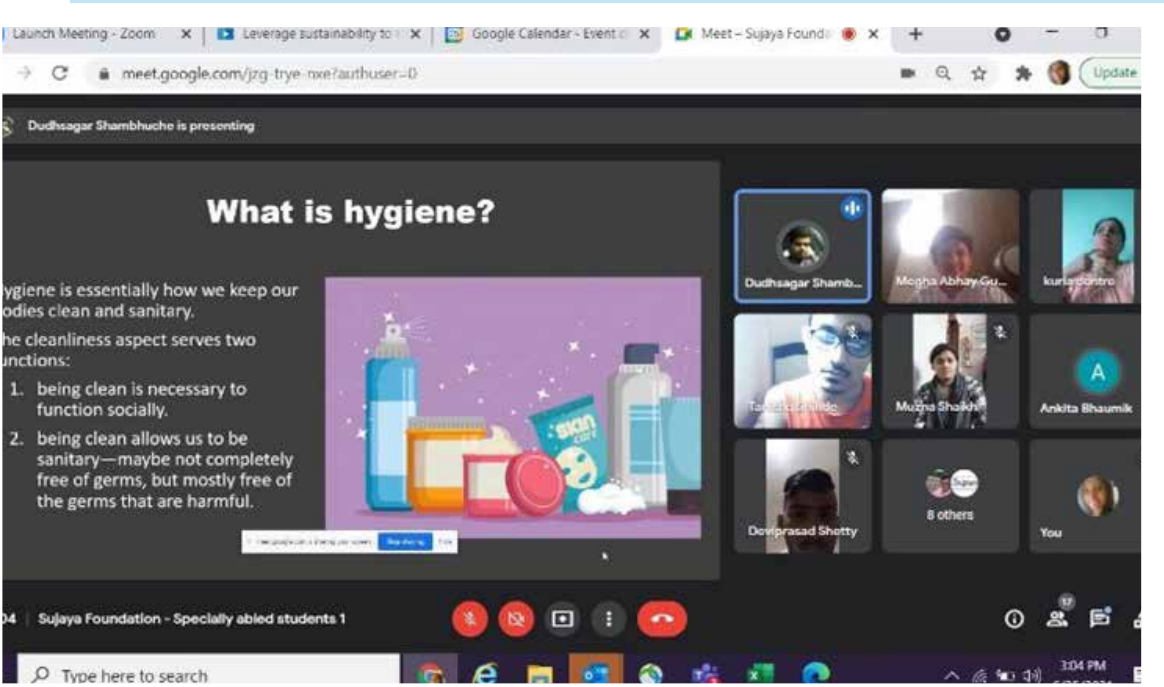
Inclusion

Sujaya Foundation

Other initiatives

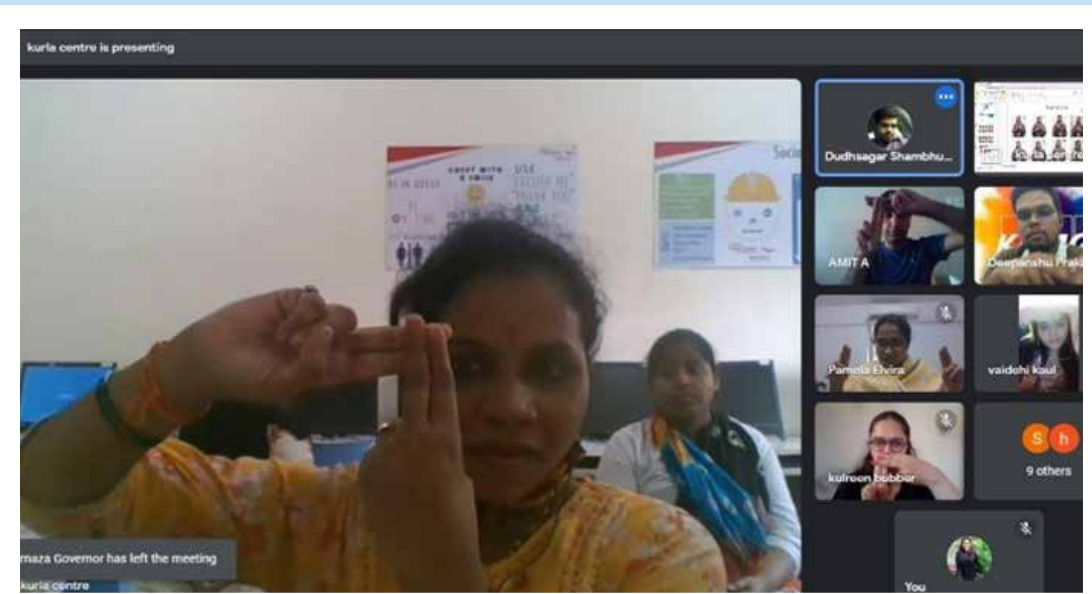
To sensitise and educate our people on the etiquette of sign language, the differently abled youth from Sujaya Foundation conducted a session on the basics of Indian sign language for our people.

Life skill sessions



Volunteers conducted life-skill sessions for the students from Sujaya Foundation

Session on sign language conducted by the youth from Sujaya Foundation



Youth from Sujaya Foundation conducted a session on the basics of Indian sign language for our volunteers

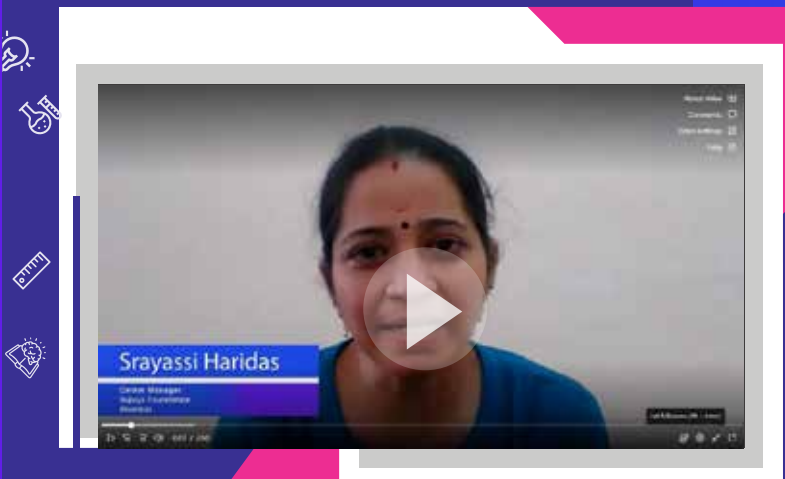
“

I was very happy when my teacher called me to be part of the sign language session. She asked me to teach alphabet to the KPMG in India volunteers and I was excited since I’ve always wanted to become a teacher. The volunteers were so glad to attend this session. The next time we have such a session, I really hope that the volunteers will explain the session to us in sign language.

- Sahil Ananda Gadge
Student, grade 12
Sujaya Foundation,
Mumbai



”



[Click here to view the video](#)

Srayassi Haridas

Centre Manager, Sujaya Foundation,
Mumbai



Inclusion

b

TYCIA Foundation

Turn Your Concern Into Action (TYCIA) Foundation is a not-for-profit organisation that offers inclusive and equitable education for the marginalised sections of society that have difficult or poor access to quality education.



About the programme

The 1000ANDYOU is a back-to-school education programme implemented by TYCIA for the girls belonging to the Korku community. Korku is a scheduled tribe community predominantly found in Madhya Pradesh and Maharashtra. A majority of the adults are predominantly agricultural labourers, hence there was an immediate need for intervention on education, health and livelihoods.

The project by TYCIA aims to help the girls build better school readiness, resilience, and overcome academic loss due to the COVID-19 pandemic.

Our support includes

Providing **study materials** for **500 girls** from the Korku tribe



Supporting the **training of teachers** to help learn classroom efficiency, build innovative curriculum and pedagogy



Providing for the **mobile learning centre** which includes a **library** to encourage the habit of reading amongst students in remote locations



Supporting the salaries of teachers who are trained to conduct remedial classes for students to cover the academic gap caused due to the COVID-19 pandemic



Our impact

- Provided study material to 500 girl students belonging to the Korku tribal community in Khandwa, Madhya Pradesh
- Supported the salaries and training of five teachers



Inclusion

TYCIA Foundation

“The mobile learning centre was initiated during the COVID-19 pandemic where children from tribal villages near Satpura forest were unable to continue learning due to the school closures, lack of transportation means and internet. This phenomenon caused higher number of girl dropouts leading to an increase in child labour, domestic burden and child marriages. The mobile van went from village to village along with the teachers to make learning material and tools accessible to children.

- Saanchi
Co-Founder
TYCIA Foundation

”



Our support includes

Sponsoring **community meetings and workshops** to sensitise parents, and create awareness on **importance of educating the girl child**

5

Sponsoring **remedial classes** for students post the lockdown. Several experiential activities are conducted and worksheets provided to **bridge the learning gap** caused due to school closure.

6



A session in progress in the mobile learning centre

Inclusion

TYCIA Foundation



The mobile learning centre includes a library to inculcate the habit of reading amongst students

“

Before lockdown, I used to go to school and read correctly, but my studies were disrupted by COVID-19 and I quit school because I did not feel supported. When the COVID-19 situation improved, I reconnected with the 1000 and You Programme and resumed my learning. Now that I have faith in my teacher, I am able to enjoy my studies once more. I plan to enroll in school next year because I want to accomplish something significant in my life.

- Disha,
Participant



”



“

In our school, there is only one employee who serves as the headmaster, a teacher, and the school’s caretaker. Furthermore, as government employees, we are obligated to do a great deal of other jobs. We don’t have time to teach children. Through this programme, I receive support from 1000 and You teachers, as well as the gratification of knowing that more people are dedicated to teaching children.



- Ravi,
Government school
teacher

”

“

Our children forgot everything during the lockdown, because their learning was completely disrupted. However, after connecting to the 1000 and You programme, education has returned to my daughter’s life, and now she attends school on a regular basis.

- Geeta*,
mother of participant

*Name changed for privacy

”

Inclusion

TYCIA Foundation



Teacher training



Community meetings and workshops



Education package support provided to children

07

Nutrition

The ration kit support helped our family through the pandemic especially due to job uncertainty

Well-being
walkway



07

Nutrition



Need for the programme

An attentive mind requires a healthy body. To ensure that students receive adequate nutrition and are able to focus on learning, we support our not-for-profit partners in including a nutrition plan for students as part of their holistic approach at schools. This includes providing breakfast, mid-day meals and after school snacks. When the pandemic caused the schools to stop in-person teaching, we continued to support the schools in providing relief kits to the students and their families, through a structured and coordinated plan.

Our support includes

Relief kits

1

These were given to the families of the students to ensure they had nutritious meals at home. Each kit included groceries and basic hygiene products for a family of five for a month.



Supplementary nutrition

2

Whenever the schools started in-person teaching intermittently during the pandemic, we supported nutrition kits for the children to supplement their meals at home. When the schools eventually resumed in-person classes for the students, in the initial days meals could not be cooked and served in school due to social distancing norms. During this period we supported packed breakfast/ lunch boxes.



Vidya School, Gurugram



Samaritan Help Mission, Kolkata

Our impact

- Over 420 students and 2190 family members benefitted from the relief kits
- 1570 students were provided with supplementary nutrition in school



Click here to view the video

Parizad Sirwalla

National Leader
Global Mobility Services Tax, KPMG in India



Nutrition




Vidya School, Gurugram



Shishu Mandir, Bengaluru

“

During the pandemic, providing nutritional lunch packets to students from different schools supported by Samaritan Help Mission in Tikiapara slum area was a life saving endeavour. The initiative not only helped to address the issue of hunger and nourishment, but also facilitated in ensuring wellbeing in this time of health crisis. It was a remarkable exertion of KPMG in India for the wellbeing of humanity.



- Mamoon Akhtar

Secretary

Samaritan Help Mission, Kolkata

”



Samaritan Help Mission, Kolkata

“

When parents lost their jobs during the pandemic, providing three-square meals a day for their children became challenging. Hence, it made sense for us to transform the mid-day meal plan into ration kits distribution programme to aid the families of our students. This helped to reduce the additional financial burden the families were facing. Moreover, when the schools re-opened, keeping in mind the COVID-19 guidelines for mid-day meals, we provided supplementary nutrition to the students to ensure that their health and immunity stays good.



- Ila Sarin

Principal

Vidya School, Gurugram

”



Vidya School, Gurugram

08

Enactus



08

Enactus

Empowering communities through future generation of leaders who are socially aware and invested in improving our communities



About the organisation

Enactus is an international non-profit organisation that provides students in colleges and universities a platform that encourages them to make sustainable impact in communities.

Our support includes

Mentoring college teams

1

Partners and Directors from the firm mentor college teams, sharing their knowledge and multi-disciplinary skills, and providing the students with business acumen and leadership ability required to successfully run sustainable businesses.



Business Ethics Grant

2

We awarded grants to 10 teams encouraging them to inculcate ethical practices in their business models.



Session on making impactful virtual presentations

3

Since the competition was held online, we organised a training session that helped students gain insight on conducting impactful virtual presentations.



Volunteering for the national competition and world cup

4

Senior leaders from firm participated as judges and panelists at the annual competitions



Sunit Sinha (Partner and Head – People, Performance and Culture, KPMG in India) in a panel discussion on skills and competencies for sustained success.



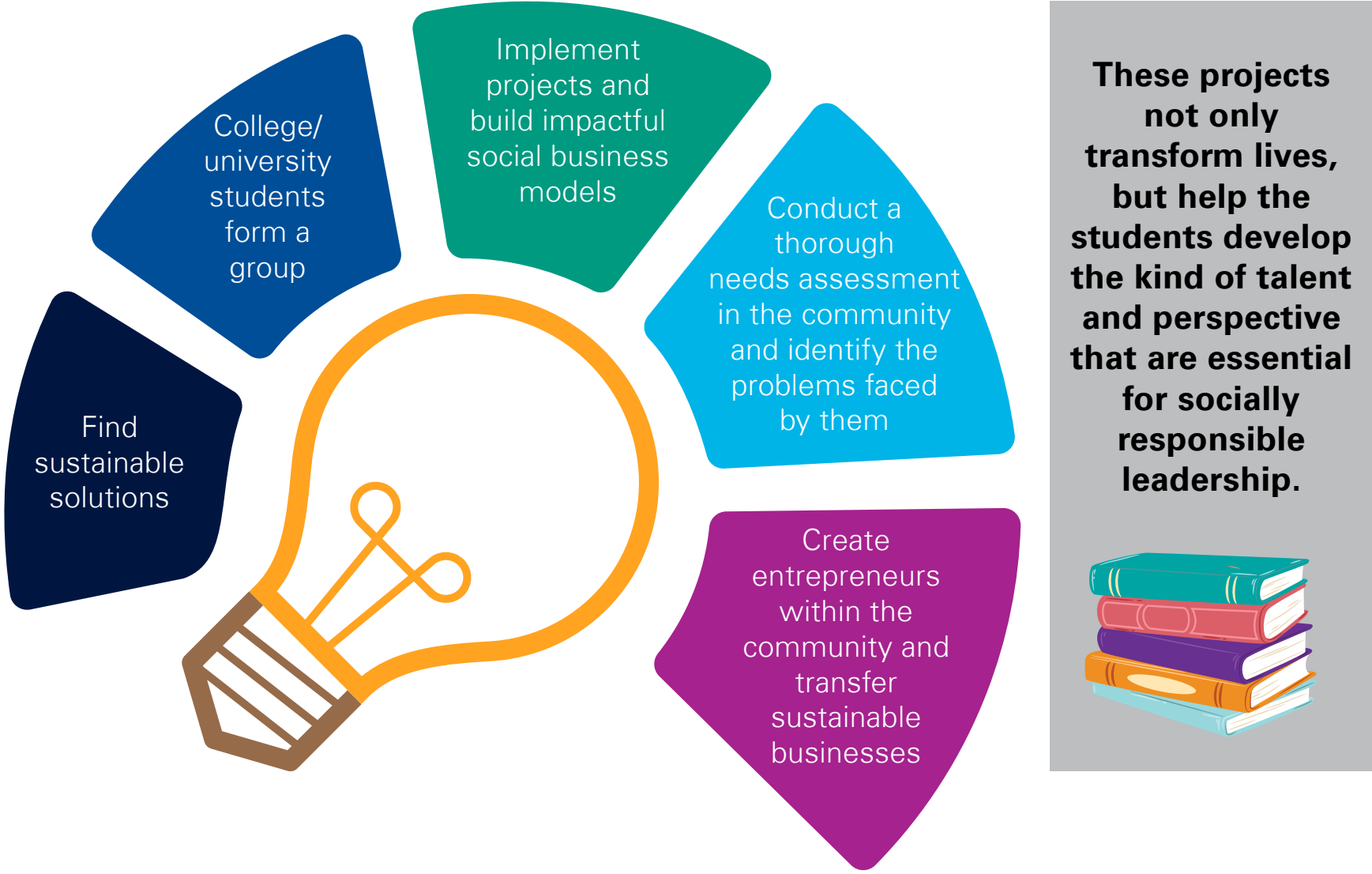
Sachin Arora (Partner & Head – Digital Lighthouse Analytics, AI and Data, KPMG in India) in a panel discussion on the role of technology in innovation and entrepreneurship.

Our impact

Over 3400 students from more than 75 colleges were mentored by Partners and Directors from the firm



Enactus model



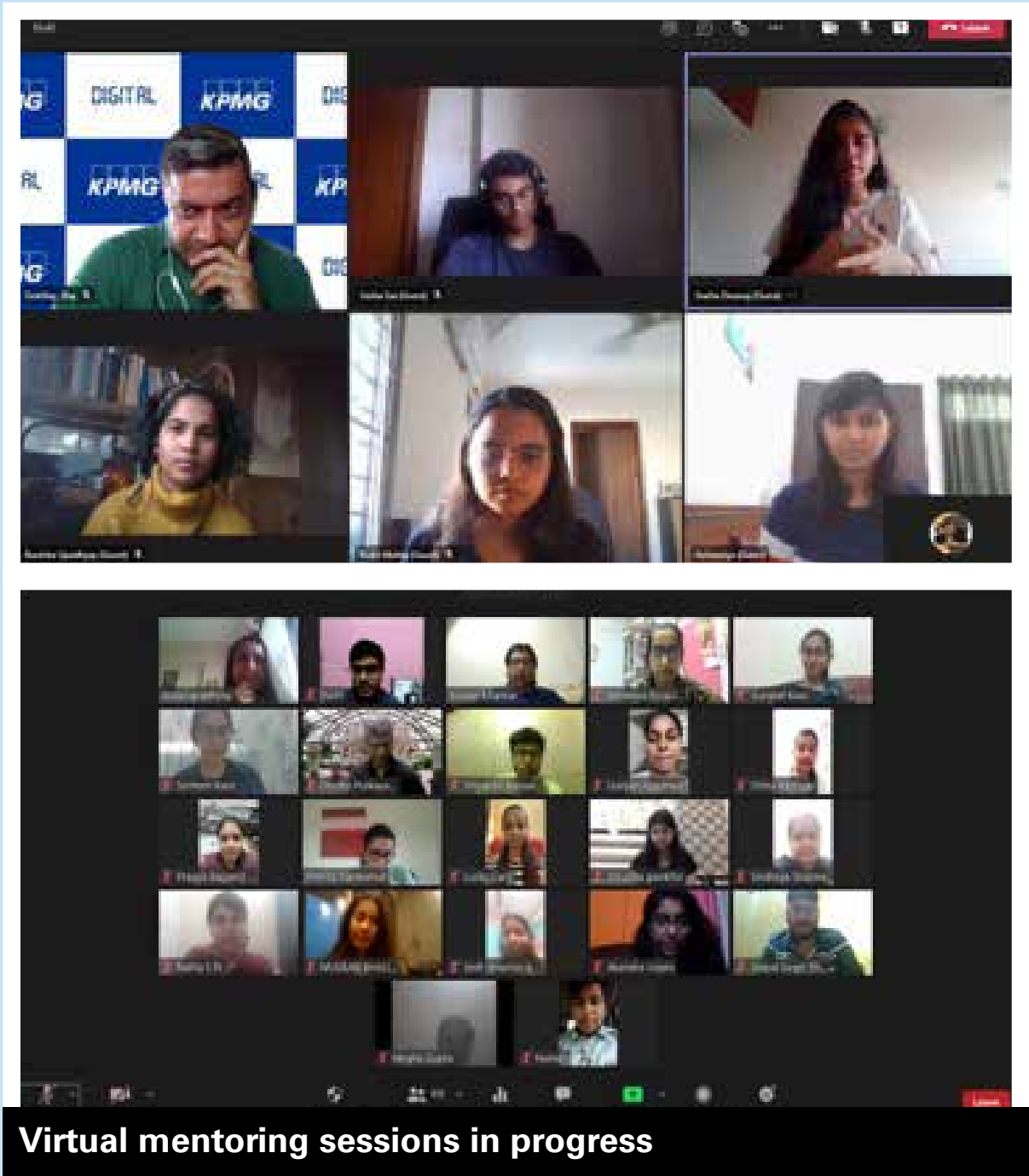
Impact by college teams in India in 2021-22

Over 4500 students	Over 190 projects	Over 500K lives impacted
---------------------------------	--------------------------------	---------------------------------------

Through Enactus, students in colleges and universities work on projects to make sustainable impact in the communities

Enactus

Seventy Partners and Directors from the firm mentored over 75 college teams, directly impacting 3400 students across the country, who in turn impacted over 410,900 beneficiaries.



Our mentors utilise their business expertise to guide students to build businesses that make sustainable impact in communities.

Click here to view the video

Gautam Mehrotra

Director
National, KPMG in India



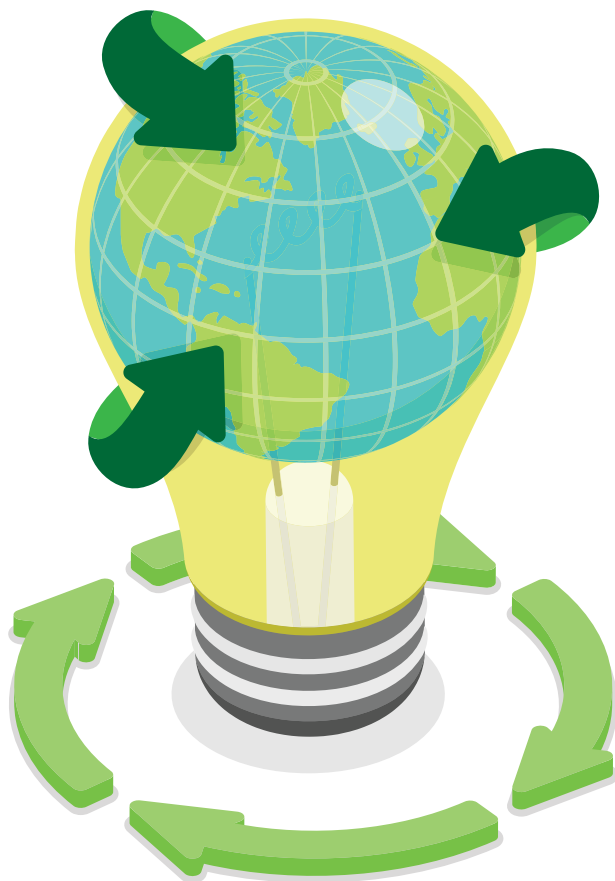
Enactus

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 projects directly impacting four of the 17 SDGs.

Our mentorship programme directly impacted over 3,400 students who in turn directly impacted over 4,10,938 beneficiaries and 15,06,380 beneficiaries indirectly, across the country.



09

Environmental sustainability



We conducted interactive sessions on World environment day and Nature conservation day. But the highlight was meeting the students in-person and helping them set up a nature club at their schools.

Climate
action lane



Environmental sustainability

Our support includes:

- a** Workplace efficiency
- b** Inculcating sustainable habits amongst students



Earth's natural capabilities are being tested at an increasingly alarming rate — pushing planetary boundaries and threatening humanity's very existence. To help ensure a just transition, where no one is left behind, there's a need for sustainable and equitable practices across business, government and broader society.

At KPMG in India, we firmly believe that environmental consciousness must be an inherent part of our culture, with every person working consciously towards reducing their own carbon footprint.



Environmental sustainability

a

Workplace efficiency

Adopting green practices within the firm

Our support includes

Eliminating single-use plastic

1

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



Save water initiatives

2

- The waste water from the RO water filtration plant is reused in our kitchens for cleaning purposes.
- Recycled water is used in the lavatories and other water saving measures like aerators are used in the washrooms etc.



Environmental sustainability

Workplace efficiency

Waste management

3

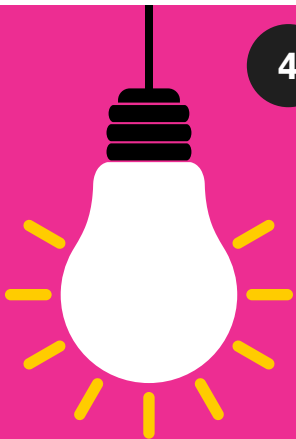
- Environment friendly waste-segregation solutions have been implemented across all our offices which includes use of clearly indicated bins for wet and dry waste. Waste is segregated and sent for recycling.
- We also recycle the wastepaper from most of our large offices. Paper is collected from our offices and taken for recycling by vendors. For the paper collected, the vendors provide us with points which can be redeemed to buy recycled paper products or plants. We have utilised these points to buy plants for offices and conduct training for our employees on green initiatives like gardening, waste segregation etc



Technology efficiency

4

- To avoid excess use of paper, our computers have double-sided printing set to default
- We have motion sensors in meeting rooms and partner cabins which automatically shut the lights when not in use.
- LED lights are being used in all our offices which require less energy
- Window films to reduce the temperature of our offices
- Air conditioning savers and coolites installed across our office to save electricity.



Environmental sustainability

b

Inculcating sustainable habits amongst students

With the growing need to preserve our environment, we encourage the habit of sustainable living amongst our beneficiaries, especially students at our partner NGO schools.



Our support includes

Virtual sessions to create awareness

1

In the past year, we continued to conduct environment related initiatives for the school children to sensitise them on issues of climate change and encourage them to adopt a sustainable lifestyle.



Our impact

Over 90 sessions were conducted through the year to create awareness amongst students



Our people conducted virtual sessions to sensitise students on various topics concerning the environment

Environmental sustainability


Inculcating sustainable habits amongst students

Setting up Nature Clubs at schools

2

With an endeavour to inculcate environmental consciousness amongst students, our volunteers actively participated in setting up Nature Clubs at seven of our partner NGO schools. The objective of the Nature Club is to sensitise, educate and motivate over 200 students across grades 5 to 8 about environment conservation. The volunteers underwent a training prior to initiating the Nature Clubs at the schools. The training was conducted by experienced environmentalists on the importance of recycling, how to start a recycling programme in schools, items that could be recycled in a school, process of recycling which include waste segregation, composting and reaching out to recycling vendors.

The Nature Club provides students with practical, hands-on experience in undertaking activities that benefit the environment. The students were taught about the importance of recycling, and encouraged to teach their peers about the same. The students, with the help of the volunteers, have started a recycling project both at home and in school. The students even performed waste audit in their schools, identified recycling vendors, installed segregation bins for wet and dry waste, learnt about composting and made creative recycled items from dry waste.



Click here to view the video

Nikhil Punjabi
Associate - Deal Advisory
KPMG India Services LLP





10

Community engagement

VOLUNTEERING



Community engagement

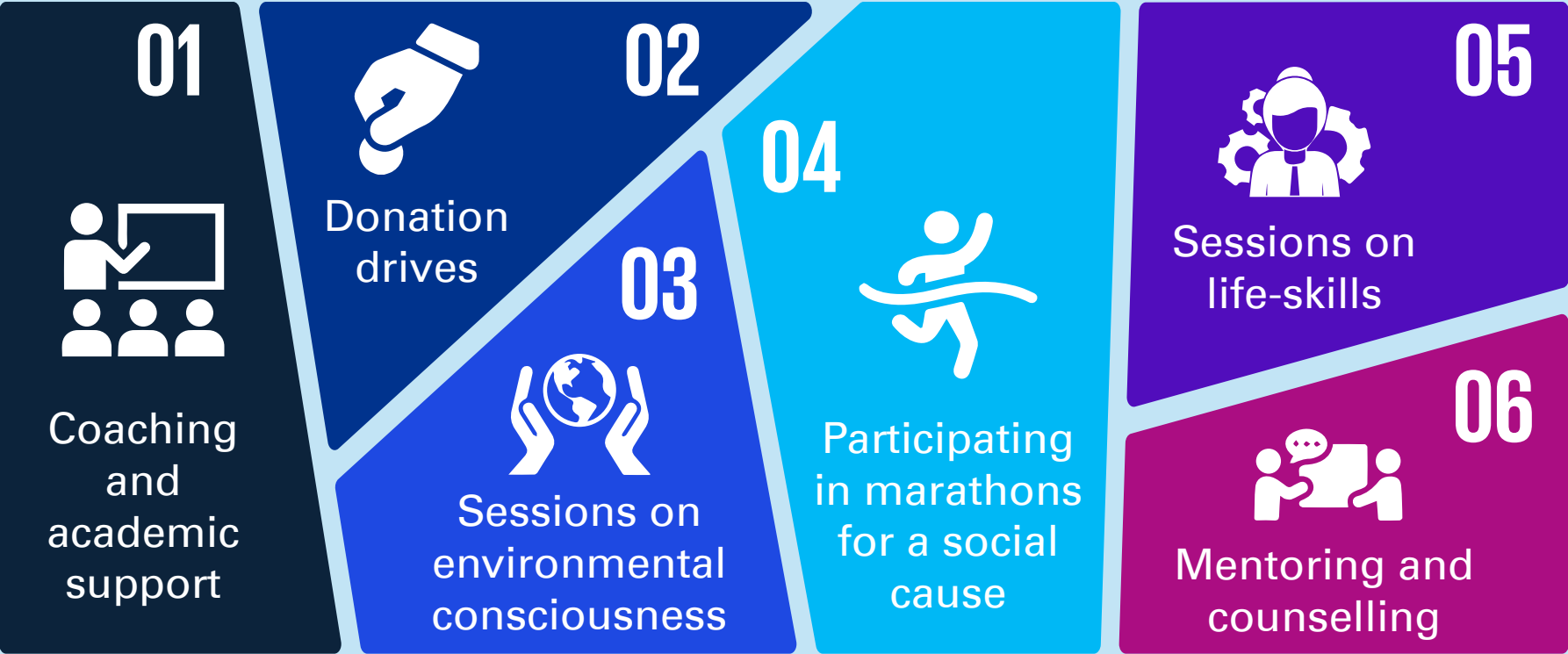
Volunteering initiatives organised across the year, enable our people to engage with those underserved in our communities. Our people utilise their unique skill sets to educate, mentor, empower, and encourage them, thereby making a difference in the community. Engaging with beneficiaries in this manner and giving back, leaves our people with a sense of fulfilment and of working towards achieving their higher purpose.

Actively participating in volunteering initiatives either virtually or in-person fulfils our people's passion to engage with communities and make a lasting, sustainable impact on society.



Community engagement

Some of the volunteering initiatives undertaken in 2021-22



Syed Sabeeh
Analyst; CFO Advisory – Finance Managed Services
KPMG in India

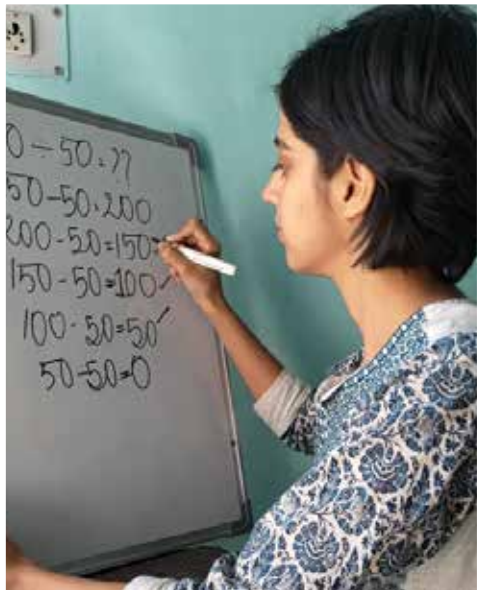
I am glad I could continue to make a difference through the virtual volunteering opportunities. Interacting with students and imparting some skills and knowledge to them is always the highlight for me every week



Community engagement

Some of the volunteering initiatives undertaken in 2021-22

Academic support



Conducting virtual remedial class in Math and English for students **situated in remote locations**

1



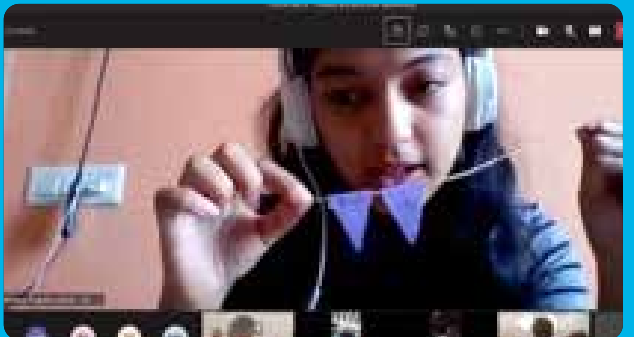
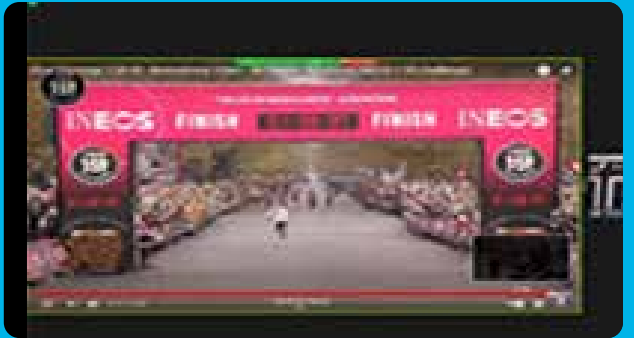
Preparing e-handbooks to assist teachers with their online classes

2



Volunteers encouraged students to engage in **extra-curricular activities** by sharing their own passions

3



Food donation drives supported by our people

4



5

Our people participated in **marathons** to support a social cause including the Walk for Life – a initiative to raise awareness on cancer care



Community engagement

English

Having **English language proficiency** helps build confidence. We conducted various sessions for students to help improve their language skills

6

Encouraging sustainable habits among students by sensitising them about nature conservation, renewable energy, pollution-control, waste-management, and various eco-systems

7

8

Mentoring and career-counselling for students

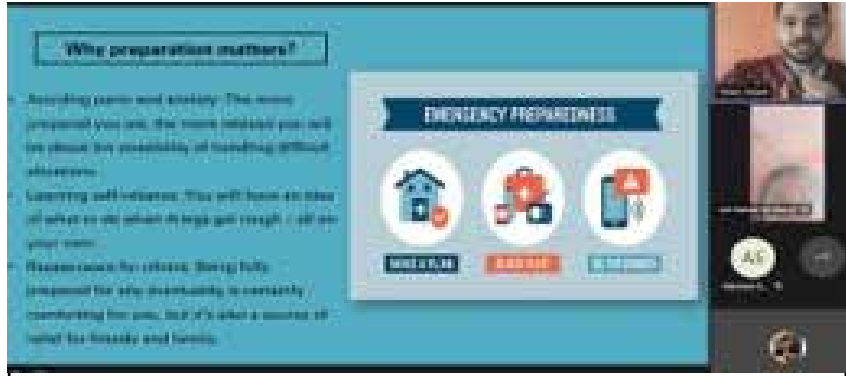
Our women leaders guide girls from the Aspire programme to help them achieve prospering careers

Senior members from the firm mentor Enactus college students on their social- entrepreneurial projects

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Community engagement

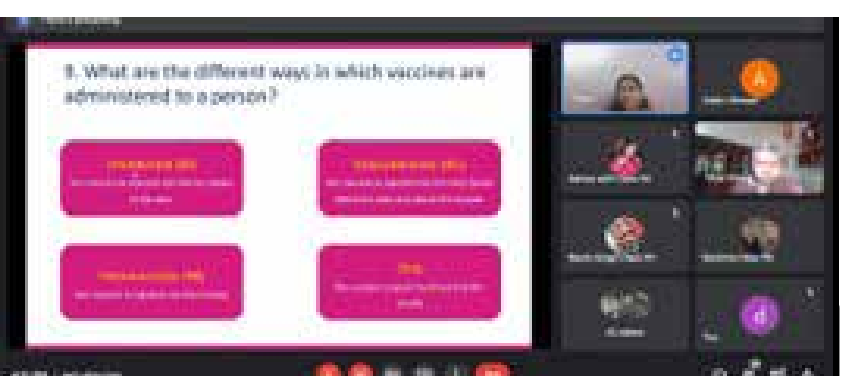
Sessions to build awareness and enhance general knowledge



Session on National Safety Day



Session on exploring space

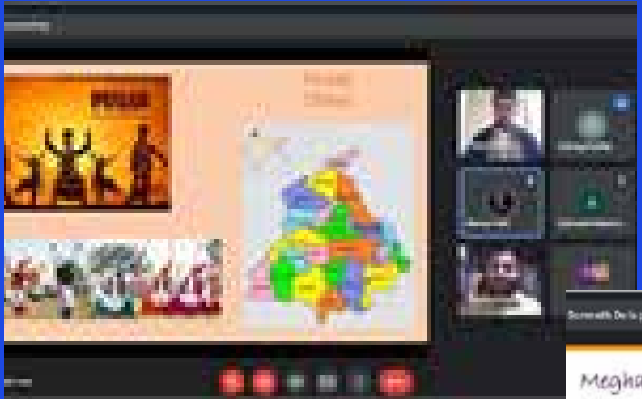


Session on National Vaccination Day

Virtual Christmas carnival



Celebrating the Indian heritage



A series on exploring India



Community engagement

Citizenship awards



The 'Citizen of the Year' award is an annual award, given to one person across the firm, who invests the highest number of hours towards volunteering, shows exceptional commitment to our community initiatives, and encourages colleagues and peers to volunteer.



The 'Outstanding Volunteer' award is given to persons contributing maximum number of volunteering hours in a quarter in their respective regions.



Our impact in 2021-22



Over 6240 hours invested towards giving back to the community



More than 1240 sessions were conducted to enhance knowledge and impart life skills



Over 2700 students impacted through volunteering activities



Community engagement

Our volunteers speak

“

Working on the initiatives organised by the Corporate Citizenship team has been a great experience. I conducted English reading sessions for 6th-7th graders, held nature camp sessions to inculcate nature sensitivity and conducted a programme on World Oceans Day. All of this was done with the goal of enriching the lives of the students. By interacting with them, even if for only a few hours a week has enriched my life. It has compounded my growth as an individual and a professional. The Corporate Citizenship team too has been always approachable and understanding. I truly appreciate the many chances the team has given me to connect with and give back to the society.



- Cinchana Harish
Associate Consultant
Governance, Risk and
Compliance Services,
KPMG in India

”

“

I have been a part of the Citizenship volunteering activities for almost two years now. It’s the best initiative by KPMG in India and it’s my hobby to teach kids. I love how the Citizenship team keeps coming up with relevant sessions and reaches out to us for volunteering. During the peak COVID-19 days when everything went online, we started volunteering virtually. I am glad we took a step ahead and managed everything virtually as the kids benefitted from this and as we say learning never stops. I always spare an hour for the reading activities and it’s absolutely worth it.



- Kulreen Kaur
Analyst,HR – Inclusion,
Diversity and Equity (IDE)
KPMG in India

”

Click here to view the video

Sunakshi Pahari


Assistant Manager
Digital Strategy, KPMG in India



Community engagement

Our volunteers speak


“ Volunteering gives me an opportunity to interact with students and get to know their stories. It gives me immense joy to know them and help them, in whatever small ways, to fulfil their dreams. I think these are the small happiness that gives deep gratification. It is personally very satisfying for me and is something I do in addition to my everyday responsibilities. So, I want to earnestly request you all to volunteer at least once, and I bet you will want to participate again and again.



- **Debmalya Sen**
Manager
Business Consulting,
KPMG in India

”

“ It has been a wonderful experience participating in the virtual volunteering activities. Volunteering has provided me true joy and a sense of contributing something to the society. I have always enjoyed all the online sessions with the students, and have tried to do my best. Interacting with students and listening to them takes me back to my school life and I feel completely engaged in those sessions. A big thanks to the KPMG in India Corporate Citizenship team for providing me with wonderful volunteering opportunities.



- **Bhawna Mehta**
Assistant Manager
Digital Lighthouse
KPMG in India

”

“ I always wanted to give back to the society and KPMG in India’s Corporate Citizenship volunteering programme was a great medium for it.

I found that while interacting with the children, it gave me nirvana and also allowed me to be a kid again - the curiosity, the excitement along with some knowledge and awareness allowed me to connect with them better.



- **Harshini Sukkala**
Consultant
Digital Trust, Advisory
KPMG in India

”



11

Disaster relief



Working towards rehabilitation

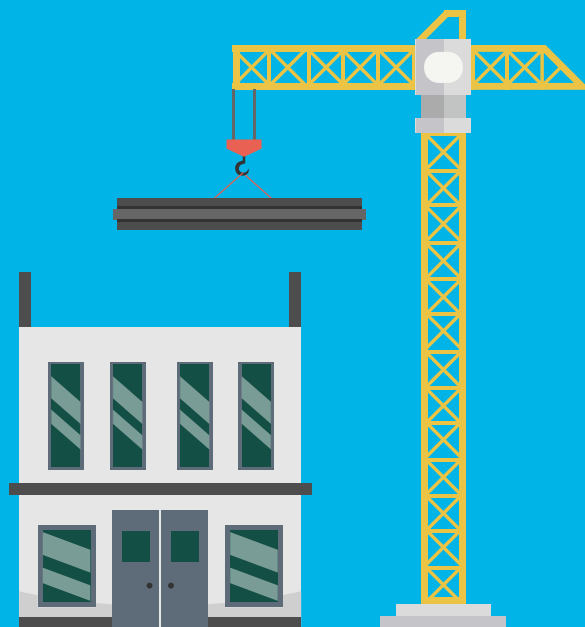
As a firm, we work with NGOs to provide immediate and long-term solutions to those affected by natural disasters. In 2018, Coorg, Karnataka was affected by the torrential rains that impacted the livelihood, education and shelter of people in the area. Over 30 schools were damaged and were in urgent need of rehabilitation. The firm supported the refurbishment of two schools in Madikeri, Coorg.



Our support includes

Reconstruction of the school building

1



Refurbishment of the walls, floors and lavatories

2



Refurbishment of the kitchen and computer lab

3



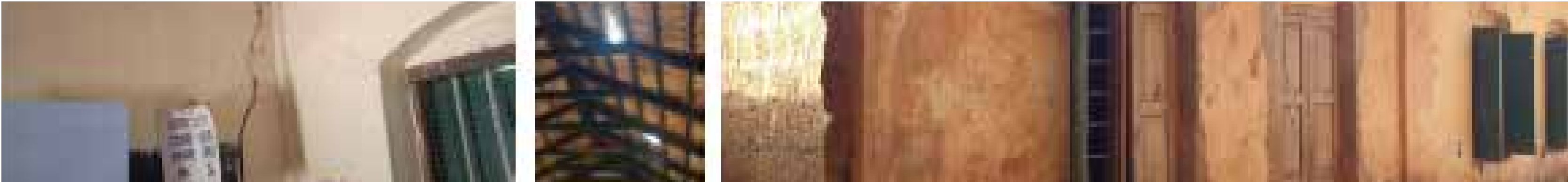
Reconstruction of the assembly area

4

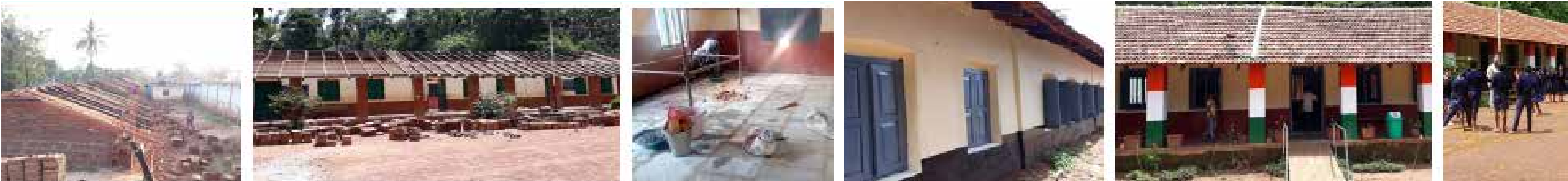


Disaster relief

Progress over the years



When the disaster hit in 2018



Restoration in progress in 2019-20



Completion of the project in 2021—22 post the pandemic

Corporate Citizenship team at KPMG in India

Ira Gupta Tuteja - Advisor

North and East:

Ankita Saumya - Senior Executive
Donita Dickson - Associate Director
Nitya Dhawan - Executive
Pritika Chand - Associate Director

West:

Chhaya Kundar - Associate Director
Farnaza Governor - Manager
Rufina Fernando - Senior Executive

South:

Cheryll Phillips - Associate Director
Hitesh Pamnani - Executive

Acknowledgements

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