



Come as you are

Inclusion, Diversity & Equity
2023

IDE

Inclusion, Diversity and Equity are key strategic priorities within KPMG The Netherlands. Learn more about where we stand on IDE, and what we strive for in our IDE journey going forward.

Inclusion is about belonging

We are committed to creating a safe environment built on **trust**; where we can bring our true authentic selves to work and feel valued for our differences.

Diversity is about our people

We recognise and respect the variety of unique experiences, cultures, qualities and characteristics we collectively bring to KPMG.

Equity is about access to opportunities

We acknowledge systemic barriers must be addressed to help level the playing field and to ensure everyone can succeed and thrive at KPMG.

Status Quo

These facts and figures represent a snapshot of KPMG per the start of our current financial year, as well as insights from our People Survey*.

81%

of our people feel like they can be their authentic self at KPMG

86

nationalities

English

communication language

36

average age

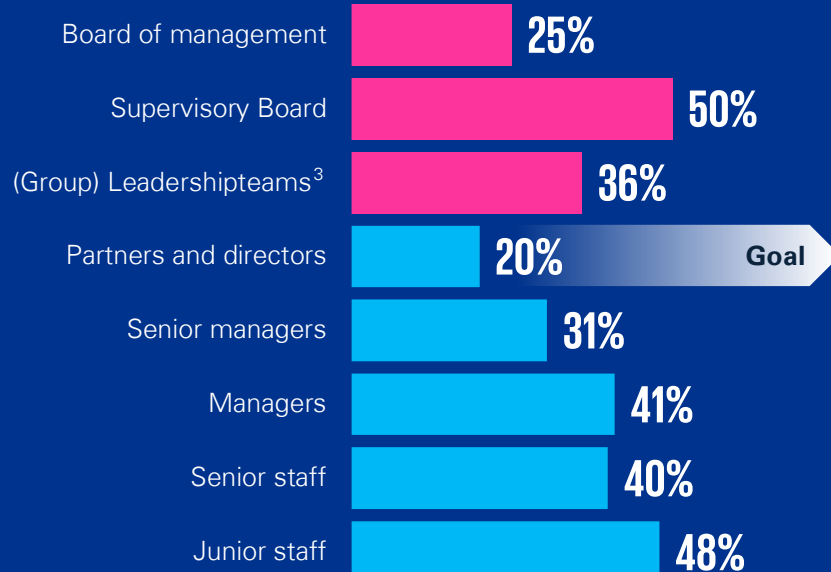
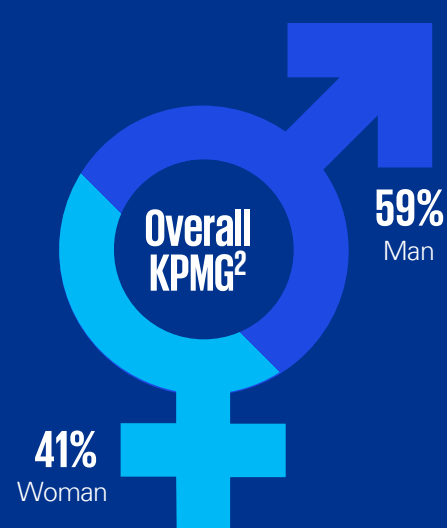
3,813

employees

* 1 October 2022

Female representation

We monitor not only the number of women at different levels of KPMG, but also if they are in positions of power and influence. Our Key Performance Indicators (KPI) are determined annually¹ and represent a way of monitoring the progress on our ambition.



KPI Leadership representation

23%

Woman

KPI Diversity Retention

90%

9%

Cultural diversity

1) 1 October 2022

2) Going forward we will be able to include an estimate of our people that identify as non-binary or prefer to self-describe, based on our GPS survey.

3) The Group Leadership Team and Business Unit Leadership Teams combined

Unity in Diversity

We proudly support our Communities to increase their impact and connect our colleagues. From events to strategic partnerships and from commitments to charters.

>10

Diversity Events

8

IDE Team Initiatives

9

KPMG Partnerships

5

Diversity Communities



Cultural & International



Pride



Ability



Gender



Generations KPMG

Our focus behaviours

Changing behavior in a sustainable way requires focus and determination. We focus on translating and integrating these into what we need to do, to really make a change. The focus behaviors we have chosen for this year, are:

We lead by example and are intentionally inclusive

'What behavior do I encourage?'

'Are we intentionally including all those involved?'

We speak our mind and do what is right

'Should I speak up?'

'Are we making the right decisions to benefit the greater good?'

Examples of IDE high impact actions:

Mandatory 'IDE Impact' & unconscious bias training for leadership level to create awareness, create a common language and influence behavior

Change the leaking pipeline to a **personalized pipeline**; with programs like **Inclusive Sponsoring** for diverse talent to create an equitable pathway to success

Inclusive Sponsoring program for diverse talent to create an equitable pathway to success

Community events such as International Women's Day, Ramadan Challenge, IDAHOBIT and Diversity Day

KPMG IDE Taskforce advises on strategic approach of IDE

Support and facilitate multiple **team initiatives on IDE** throughout KPMG departments

We continuously work on **unbiasing our People processes**; a.o. by using tools that help us increase equity at the base of our hiring process

We monitor **equal pay** on all levels on a yearly basis

Our Critical IDE Goals



Sharpen **leadership accountability** via targeted IDE performance goals



We define **IDE policies & guideline** by using clear standards for desired behaviour, inclusive recruitment, accessibility & visual communication



We strive for **transparent metrics & reporting** through regular surveys inc. Global People Survey



We offer suite of **resources** through workshops, unconscious bias training and strategic advice



We **champion & support heroes** by identifying diverse talent and programs for inclusive career sponsoring



We support **Community Engagement** by actively contributing to our diversity communities



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