



# Corporate Citizenship Report

**Fuelling  
prosperity  
together**  
2019 | 2020

Community  
People  
Environment

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# Fuelling prosperity together

At KPMG New Zealand we are working together to inspire confidence and empower change that has a positive and lasting impact on our communities. Fuelling the prosperity of New Zealand – improving the health, wealth and wellbeing for all New Zealanders – is a common purpose that is fundamental to who we are and what we stand for as an organisation.

Our investment in Corporate Citizenship is a key component of our firm's strategy. This investment extends to our people, where our people are given the opportunity to come together, collaborate and connect with their communities to make a difference for, and with, their fellow citizens. For our people, it provides a greater sense of purpose and meaning, and contributes to their personal and professional development through broadening skills, experience and perspectives through working in our communities.

A commitment to our communities is at the heart of KPMG's values and culture, and central to our purpose. We believe that by being focused, and concentrating our effort, we can collectively achieve more.

## Our 2019 year in review

Welcome to our Corporate Citizenship Report for 2019 and a brief glimpse of 2020, where we highlight some of the amazing impact our community partners are having and share a variety of projects and initiatives KPMG has been involved in, and the ways our people have worked purposely across the country to truly deliver on our shared values.

We also reflect on our collective commitments; supporting youth and lifelong learning; improving sustainability practices; promoting inclusion and celebrating diversity.

Our annual Citizenship Report is our way of considering what corporate citizenship means to all of us. Through it, we celebrate what we have accomplished as a team over the past year. Knowing that our people make a real difference for others in need is incredibly rewarding. It's a commitment that is ingrained in KPMG's culture and is demonstrated in the pages that follow. This is especially evident on the next page, where retiring partners

Ross Buckley and Ann Tod talk briefly about having an impact across long careers at KPMG.

## Our connection to the past and responsibility for the future

While we are still facing a rapidly evolving situation, both at home in New Zealand, and across the globe, we need to view the Covid-19 pandemic as an opportunity for us to embrace a more authentic Citizenship mindset. Covid-19 has made us think harder about our communities, it's harder to ignore the gaps and the cracks when they're expanding under our feet and the current crisis calls for business and individuals to expand our contributions to tackling urgent global social and environmental challenges.

At KPMG, our goal will be to continue to enhance our Citizenship efforts, work with our people to earn and maintain the trust of our clients and communities and show our passion to be a firm of diverse, strategic thinkers who make a positive impact.

Together, we can create the prosperous world we envision – continuously evolving to meet the needs and expectations of new generations and our rapidly changing environment.

We thank you for your interest in our Citizenship mahi.



**Ross Buckley**  
Executive Chairman



**Godfrey Boyce**  
Chief Executive Officer



**Jamie Munro**  
Head of Citizenship

# Haere rā

Later this year, we are sadly saying farewell to two Auckland Partners who have, throughout their long careers at KPMG, both had a profound impact on the Firm, our clients and had a real passion for supporting our communities. We asked retiring Audit Partner Ann Tod and retiring Executive Chairman Ross Buckley to reflect on a few highlights for them across their combined 80 years of service.

"For me, being a good corporate citizen is about using your skills and experiences to contribute to the community in a way that will make a real difference. At KPMG, we often get the opportunity to work with charities and not-for-profits which can be multifaceted organisations – they exist to help areas of the community that are suffering hardship, the issues and solutions can be complex.

What really hits home for me is that at KPMG we're incredibly fortunate to have learnt so many skills, and



"use their skills to make a difference to areas in the community that are aligned to their personal passion"

**Ann Tod – Auckland Corporates Partner**

we shouldn't take these for granted – bringing our skills and knowledge to the table can help our community organisations make better decisions, and make a difference.

I've had so many fantastic opportunities to contribute to my community during my time at KPMG, and what I've appreciated the most is how the firm encourages us to take up opportunities that work for us, to find that balance between our personal and professional lives and bring our whole selves to the work that we do.

I've spent over 17 years as a member of the Rotary Club of Auckland working on their youth-oriented activities, nine years on the International Netball Board, and more recently have stepped into Chair of the Board at

Harbour Hospice. Each of these organisations has had different priorities but one thing has stood out as being constant – there is immense value in having a diverse group of people, with different ideas, experiences and skills, sitting around the table. And it truly is a two-way street – as I offer my skills, I gain so much back and am continuously learning.

As I reach the end of my tenure at KPMG, it has been such a pleasure to work within a culture where our people know they'll be supported to use their skills to make a difference to areas in the community that are aligned to their personal passion."

Ann Tod (Auckland Corporates Partner)



"During my 38 year career with KPMG it has been amazing to see the evolution of the ways we do business, how we live, and how we contribute to our communities, including the importance of: purpose and values, using technology as an enabler, having a sustainable mindset and the very positive impacts business can have on our communities.

While KPMG has always exceeded expectations when it comes to client service, developing people and building better business leaders, and providing great thought leadership, I have been impressed and very humbled by what we as a Firm have done for our wider communities. The outcomes achieved by our entire KPMG team are greatly influenced and guided as a result of us defining our purpose "Fuelling New Zealand's Prosperity" and living and breathing our values: Integrity, Courage, Excellence, Together, For Better. These values and our contribution to our communities is instilled in everyone as they join KPMG – whether as a graduate attending our graduate camp and induction or those who join the Firm later in their careers and are inducted through our Connect Up programme.

Our purpose is very ambitious – "Fuelling New Zealand's Prosperity" and improving the health, wealth and wellbeing of all New Zealanders, for this generation and future generations. In order to achieve this, I strongly believe in getting everyone in New Zealand to the same starting line by providing them a great education – an area where KPMG

is making a real difference. This includes supporting schools across the country (especially decile one), being an active participant with the Springboard Trust and participating in various forms of fund raising and pro bono activities. A couple of personal highlights for me were combining my passion for cycling with fundraising for Bikes in Schools as part of the Tour of New Zealand and achieving a bucket list goal by abseiling down a 17 storey building in Auckland's CBD to raise awareness and funds for Make-A-Wish New Zealand. Just have a browse of our recent Corporate Citizenship Reports and you can see many examples of the wonderful activities of that the team at KPMG New Zealand have been up to.

There is no doubt in my mind that strong businesses lead to strong communities and the future of

Corporate Citizenship at KPMG is not just what we do as a Firm but also what each of us personally do in areas which we are passionate about. Even in times of crisis and economic downturn we have demonstrated that as individuals and as a Firm we can make a real difference to the prosperity of New Zealand, I am not only proud of the legacy we have achieved so far but also excited to see the future of what the Firm can achieve."

Ross Buckley (Executive Chairman)



# About KPMG - the KPMG story

At KPMG, we are focused on fuelling the prosperity of New Zealand – for the benefit of all New Zealanders. It's why we're committed to helping New Zealand's businesses flourish, the public sector to achieve more, and our communities to thrive.

## What we do

At KPMG we work alongside our clients – providing deep expertise that delivers real results. They trust us to deliver the kind of targeted advice, technical knowledge and industry insights that help them manage risk and embrace opportunities. Our nationwide team of 1,150+ professionals work with private businesses, publicly-listed companies, Government and public sector organisations, and not-for-profits. We provide professional services across Audit, Tax, Advisory and Lighthouse. In addition, our Private Enterprise team works with small to medium and family-owned businesses with ambitions to grow. Our offices are in Auckland, Hamilton, Tauranga, Wellington, Christchurch, Ashburton and Timaru.

## Locally-owned, globally-focused

We're proud to be New Zealand owned – while also giving our clients access to the impressive depth of resources within KPMG's global network. KPMG operates in 155 countries; employing more than 219,000 people in member firms around the world. The independent member firms of the KPMG network are affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity.

## Executive Leadership

KPMG New Zealand's Executive Leadership is shared by Executive Chairman Ross Buckley and Chief Executive Godfrey Boyce. Their primary roles are to lead, guide and manage KPMG New Zealand and to develop and implement the necessary strategies to ensure the firm aligns with KPMG's global strategy. Our governance structure ensures we stay true to our values, maintain our role in society, and our commitment to quality and service excellence in all that we do, bringing our best to clients and earning the public's trust through our actions and behaviours both professionally and personally.

## National Board

Brent Manning	Kim Jarrett
Dinesh Naik	Ross Buckley
Hamish McDonald	Stephen Bell

## National Executive Committee

Godfrey Boyce	Chief Executive Officer
Graeme Edwards	National Managing Partner - Audit
Jack Carroll	National Managing Partner - Advisory
Kay Baldock	National Managing Partner - Brand and Growth
Kerry Butler	Head of People Performance and Culture
Paul McPadden	National Managing Partner - Private Enterprise
Ross McKinley	National Managing Partner - Tax and Risk
Sarah McGrath	Chief Financial Officer

## KPMG at a glance



# 1,150+

We're a nation-wide team of 1,150+



# 7 Offices

We have 7 offices throughout NZ



# Clients

Our clients include private businesses, publicly-listed companies, Government, public sector and not-for-profit organisations



# Services

We provide services across Audit and Assurance, Tax, Advisory, Lighthouse and Private Enterprise



# KPMG values

Trust reinforces everything we do and KPMG's values and Code of Conduct inform how we act – with our clients, communities and our people. Our values create a sense of shared identity. They define what we stand for and how we do things, helping our people to work together in the most effective and fulfilling way.

Our values are our core beliefs, guiding and unifying our actions and behaviours. We were one of the first professional services organisations to define a global set of values and they have remained core to our culture and who we are ever since.

## Integrity

### **We do what is right**

Integrity means we are honest, fair and consistent in our words, actions and decisions — both inside and outside work. We take responsibility and accountability for our day-to-day behavior and we hold ourselves to the highest moral and ethical standards at all times - even when under pressure. We keep our promises and set an example for others to follow.

## Excellence

### **We never stop learning and improving**

Excellence means relentlessly delivering quality work to the highest professional standards. We do this by staying curious and taking personal responsibility for our learning.

We constantly look to improve our work through data and insight, and are open to new challenges and feedback because that is how we develop and improve.

## Courage

### **We think and act boldly**

Courage is about being open to new ideas and being honest about the limits of our own knowledge and experience. It's about applying professional skepticism to what we see and asking questions where we have doubts. We speak up if we see something we believe is wrong and we support those who have the courage to speak up themselves. Courage is being bold enough to step outside of your comfort zone.

## Together

### **We respect each other and draw strength from our differences**

We do our best work when we do it together: in teams, across teams, and by working with others outside our organisation. Working together is important because we know it's collaboration that shapes opinions and drives creativity.

We embrace people with diverse backgrounds, skills, perspectives and life experiences and ensure different voices are heard. We show care and consideration for others and strive to create an inclusive environment where everyone feels they belong.

## For Better

### **We do what matters**

For better means taking a long-term view, even in our day-to-day choices, because we want to build a stronger KPMG for the future. We never lose sight of the importance of our role in building trust in the capital markets and in business. We make sustainable, positive change in our local communities and in society at large, striving to make the world a better place.







# Fuelling community prosperity

There are many different ways our people get involved... whether we're providing our professional skills pro bono, providing governance skills in the community sector, working alongside community organisations, or rolling up our sleeves to volunteer on a project. KPMG also makes financial contributions to a range of not-for-profit organisations and charities.



Community snapshot

2019



Pro bono: 10,971 hours of pro-bono work valued at

\$3,087,872



Volunteering: 604 KPMG People (47.6%) volunteering 4,552 hours, valued at

\$223, 834



1,402 hours on board and trustee roles (50 people), valued at

\$320,392



Charitable donations

\$121,997



Total community investment 2019

\$3,754,095

# Congratulations Dame Souella Cumming

We are delighted to share that Souella Cumming, a KPMG Partner from Wellington, was invested as a Dame of Grace of The Order of St John during 2019.

Souella travelled to London to attend the ceremony where she was invested by His Royal Highness Richard, Duke of Gloucester (the Grand Prior of St John internationally). Souella was one of three Dames, and 16 Knights invested at the ceremony on 19 September.

Souella first joined St John as a cadet over 30 years ago. Little did she know that when she learned first aid and gained her Grand Prior award, that she would have the opportunity to be invested by the Grand Prior himself.

Souella has been on the national board of St John since 2008 and is currently the Deputy Chancellor and Chair of the Audit and Risk Committee. Souella said of her experience –

"I feel very humbled to be recognised for my contribution to St John, It's an honour to be involved with an organisation which provides emergency ambulance, first aid and charitable services throughout New Zealand and globally."

This is a genuinely outstanding achievement for Souella and recognises all her contribution to St John over the years.

The mantle of Dame is not the only cloak Souella was seen wearing in September. Souella is the current Governor of Zonta International in New Zealand (District 16).



She was part of the organising committee for the 2019 Australia and New Zealand Centenary Conference in Brisbane, the first time Zonta clubs from Australia and New Zealand have got together in 30 years.

Over 750 passionate women (and a few men) got together to discuss issues of preventing violence against women and encouraging more women to study and work in STEM subjects. The keynote speaker was KPMG alumni, Dame Therese Walsh, who engaged Australians and New Zealanders alike, and set the tone for a very successful conference.

"I feel very humbled to be recognised for my contribution to St John."

**Souella Cumming - Wellington**  
**Risk Consulting Partner**

# Responding to the Christchurch terror attacks

The tragic incidents that took place in Christchurch on the afternoon of Friday 15 March were unlike anything that New Zealand has seen before, and right across the firm we felt a range of emotions and levels of connection to what happened. CEO, Godfrey Boyce travelled to Christchurch to support our team there. He had this to say:

"My thoughts are with our Muslim whānau at KPMG. Directly affected or not, everyone across the country will be dealing with their own shock, grief, anger and sadness. KPMG is a place for everyone to feel safe and welcome. Please ensure you're taking the time this week to support your colleagues, and remember that we have a range of support available at KPMG, so please reach out at any time should you need to. Each of our individual reflections and reactions will be deeply personal, and I urge you to respond in the way that feels right for you.

We have also pulled together a small group of support people who are available to connect our Muslim whānau and other affinity groups across KPMG, please contact any of them if you would like to talk."

The firm made a donation of \$10,000 on behalf of our partners and people, to show our support to the victims of the attacks. This was directly paid to 10 families (facilitated by Christchurch manager, Osama Bin Tariq) directly affected by the tragedy. Other offices had fundraising events and donated the proceeds to Victim Support for the Christchurch shooting victims.

Many of us showed our sympathy by stopping by local mosques to deliver flowers, attending local vigils



"KPMG is a place for everyone to feel safe and welcome."

Godfrey Boyce - Chief Executive Officer

and using our KPMG volunteer day to support a related charity or organisation.

Our relationship with Refugees as Survivors New Zealand Trust (RASNZ) continued to deepen with regular volunteering at the Refugee Resettlement Centre. This relationship was first developed through an Intern Prosperity Project – you can find out more about that later in this report.

For World Refugee Day on 20 May 2019, KPMG sponsored the RASNZ Comedy Gala, featuring 12 outstanding comedians who gifted their time and talent in support

of RASNZ's work around refugee mental health and wellbeing.

\$15,000 was raised from the Gala to help fund RASNZ community programmes for former refugees in Auckland, including women's groups, school holiday programmes, sports teams, youth leadership camps, social activities at the Mangere Refugee Resettlement Centre and more.

RASNZ is a leading organisation supporting people from refugee backgrounds living in New Zealand. They promote programs and policies that respect and advance the health, wellbeing and human rights of people from refugee backgrounds.

# Advancing the Sustainable Development Goals

KPMG's member firms around the world – including New Zealand – have signed up to the United Nation's 17 Global Goals for Sustainable Development. This ambitious plan of action for people, planet and prosperity is known as the 2030 Agenda for Sustainable Development. The Agenda includes 17 new SDGs, accompanied by specific targets to be achieved by 2030.

The Goals are universal, applying to all nations and people, seeking to tackle inequality and leave no one behind.

When making the commitment in 2015, KPMG joined 193 member governments, NGOs

and other corporations (including General Electric, Bank of America, and Unilever).

As a result, KPMG firms are now achieving a range of actionable, measurable outcomes – with a particular focus on Goal 4, Quality Education and Lifelong Learning, as well as a foundation in Goal 13, Climate Action.

By applying our skills, expertise, passion and resources to enable change and find sustainable solutions to local and global issues such as life-long learning, climate change, food and water scarcity, poverty, security, development and economic

growth, KPMG member firms can have a lasting impact on improving society and the communities in which we live and work.

By applying responsible business practices we can contribute to inclusive development and sustainable markets, and by applying KPMG values and the principles of trust and integrity that underpin everything we do, we can all have a lasting impact. For this reason, the SDGs are integral to all of the interlinking strategies we set across our business, including our New Zealand environmental strategy highlighted later in this report.

## UN Sustainable Development Goals

**1 NO POVERTY**



**2 ZERO HUNGER**



**3 GOOD HEALTH AND WELL-BEING**



**4 QUALITY EDUCATION**



**5 GENDER EQUALITY**



**6 CLEAN WATER AND SANITATION**



**7 AFFORDABLE AND CLEAN ENERGY**



**8 DECENT WORK AND ECONOMIC GROWTH**



**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**



**10 REDUCED INEQUALITIES**



**11 SUSTAINABLE CITIES AND COMMUNITIES**



**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**



**13 CLIMATE ACTION**



**14 LIFE BELOW WATER**



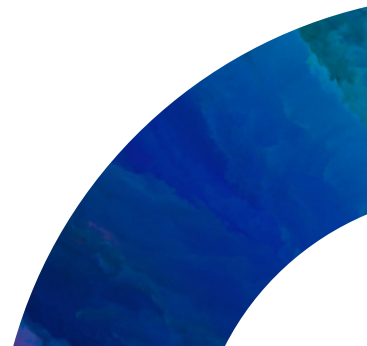
**15 LIFE ON LAND**



**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**



**17 PARTNERSHIPS FOR THE GOALS**





# IMPACT2030 - Unlocking the power of corporate volunteering

In July, KPMG hosted 20 New Zealand businesses to discuss the importance of corporate volunteering and collaboration opportunities with the United Nations, other businesses and not-for-profits to harness the power of working together to fuel the prosperity of New Zealand's communities.

The meeting held as part of the IMPACT2030 initiative, explored how employee volunteer programmes can contribute towards achieving the United Nations Sustainable Development Goals.

IMPACT2030 is a global movement focused on helping companies to inspire, engage and unite their people around the SDG's and mobilise them as agents of change in their communities. Anchored by No. 17, Partnerships for the Goals, IMPACT2030 has the unique mission to activate human capital investments globally through pro-bono, skills-based and direct employee volunteer programs to advance the SDG's.

## IMPACT2030 has three primary focus areas:

**1. Activate** a global movement of employees by helping companies to inspire, engage and unite their people around the SDG's.

**2. Collaborate** across industries and sectors to identify shared priorities and scale the impact of human capital investments to tackle social and environmental issues.

**3. Measure** the outcomes and impact of human capital investments on the SDG's by developing a framework and methodology.

IMPACT2030 was founded in response to United Nations Resolution A/RES/66/67, which called on the United Nations to further engage with the private sector "through the expansion of corporate volunteering and employee volunteer activities." In an effort to provide a global mechanism for this new approach to community investment, IMPACT 2030 was launched in 2011 by Realized Worth in partnership with the United Nations Office of Partnerships. The initiative is a collaboration of companies around the world, of all sizes, to mobilise their employees in volunteer efforts towards the achievement of the SDG's.

IMPACT2030 currently works with over 55 companies and a number of other stakeholders. It has Regional Impact Councils in The UAE, Toronto, Baltimore, Lisbon, Istanbul, Australia and New Zealand, with more coming soon.

New Zealand is in the early stages of building up a Regional Impact Council, comprised of individuals from regionally-based organisations, representing the private sector, public sector,

academia and civil society, with a shared interest in achieving the SDG's through employee volunteering. Members will work together to:

- Identify locally based companies and business associations interested in advancing the practice of employee volunteering and introduce them to the work and goals of IMPACT2030 and the SDGs;
- Capture local and regional data on the status and the practice of employee volunteering as well as regional or international barriers (cultural or legal), gaps in private sector capacity, best practices and standards relating to employee volunteering;
- Promote the work of IMPACT2030 and advocate for partner and stakeholder projects within a geographical area; and
- Assist with the reporting and tracking process of employee volunteerism on a regional level.

KPMG is a collaborating Partner of IMPACT2030 and KPMG's National Citizenship Senior Manager, Justine Todd is chairing the fledgling Council in New Zealand.

## Please contact:

[nzcouncil@impact2030.com](mailto:nzcouncil@impact2030.com)

If you are interested in learning more about IMPACT2030 in New Zealand.

**IMPACT | 2030**

# Intern Prosperity Project: Coming together to fuel New Zealand's prosperity

During their 2018/2019 summer internship our interns were asked to do something a little different.

The brief was simple: design and implement a project that makes a difference to our clients, communities or internal stakeholders (or all three!). While only limited by their imagination for this project, we gave them some topics and ideas as a starting point, but they were encouraged to do anything that they thought would have a real impact on New Zealand's prosperity. Essentially, we asked them for *their take on Fuelling New Zealand's Prosperity* and we were astounded by what they were able to achieve in their brief time with KPMG.

Each project team was allocated a budget of \$150 and KPMG mentors provided guidance on the projects as well as helping teams understand what had been done both by KPMG and by other organisations in their project area. Teams were able to use their KPMG volunteer leave as well as unbooked time to work on their ideas.

After initial group planning and design sessions, the teams went away to build out their projects, and a mid-point check in just before Christmas helped them crystallise their ideas, get feedback and suggestions to build into their final projects or pivot where necessary.

In February, a final group presentation, attended virtually by all the teams, many of the mentors and KPMG leaders, provided the opportunity for the intern teams to present a summary of each project outline, the problem they



addressed and the impact the implemented projects had.

Below are some of the fantastic project's that this year's interns produced.

The **Auckland Advisory interns** organised a group to volunteer with Refugee as Survivors New Zealand (RASNZ) at the Mangere Refugee Resettlement Centre (MRRC). With the help of the Creative Team, they developed a 'Kiwiana' colouring book. Copies were taken to MRRC, along with pens and pencils. The kids loved spending time colouring in the pictures and the group also had a great time in the Hungerball Soccer inflatable enclosure kicking the ball around.

During orientation at MRRC, the group learnt a bit about the 1,000 refugees that arrive here each year, and some of the challenges they

may have faced prior to landing in New Zealand. They also gained an understanding of the amazing services and support provided to them by RASNZ and MRCC.

KPMG proudly became the first Corporate able to volunteer with RASNZ and we received some great feedback from RASNZ about how much the families enjoyed the experience.

We have since shared our 'Kiwiana' book design with RASNZ so they can reprint it and continue to engage with countless more kids and we have gone on to have regular volunteer evenings, playing lego, providing art supplies and donating wool and knitting needles to enhance the popular knitting lessons.





The **Hamilton interns** created a project where Hamilton staff did a voice recording of the right way to pronounce their names, with the recordings being added to email signatures. The group wanted to target I&D, allowing people with commonly mispronounced names to feel comfortable when introduced to a new person.

Charlotte and Etienne our **Christchurch interns** chose to look at mental health and wellbeing, particularly focusing on the supporters of those with loved ones experiencing mental illness.

Part of this involved building a relationship between the KPMG Christchurch office and Supporting Families in Mental Illness, a charity dedicated to providing help to people with mental illness and their families.







Zaharan (Zac)  
Ahamed

Senior Advisor 2, Technology Risk



Zaharan (Zac) Ahamed finally found his new permanent home at KPMG in Wellington, New Zealand. Zac grew up in Sri Lanka not being able to read or write any of the four languages spoken in his house. He never enjoyed school because he didn't understand what was happening and he didn't connect confused with the simplest tasks. He found himself confused with the simplest tasks. Unfortunately Zac was told he had quite bad dyslexia, and he really struggled with reading or writing. Luckily enough, Zac was able to use a laptop in completing most of his work which got him through most of his schooling life. Zac continued to work very hard through high school and never used his dyslexia as an excuse for bad grades.

He was rewarded after leaving school as he was selected for an internship at PwC Sri Lanka. At PwC Zac worked in Tech Risk for 3.5 years at PMNC and left that for a sweet pay rise at EY in Malaysia. However Zac and his girlfriend at the time - now wife - didn't like living in Malaysia, so he left EY after a short stint of 8 months. Zac was offered a job in Tech Risk at KPMG in Wellington and instantly jumped at the opportunity. The team in Tech Risk were so welcoming to him when he arrived, not having much of a clue about the differences of KPMG compared to the other Big Four firms. Zac has said that the best thing about KPMG compared

to EY and PwC was the friendly environment and caring people that work here.

Coming to New Zealand in July last year changed Zac's life. There was strong emphasis in how safe and secured he felt in the work he does and the country he lives in. Since a kid he used to watch commercials of New Zealand about how it was such a beautiful green country and since moving here last year, he truly believes it is the best thing that has ever happened to him.



Kelly Southwood

### Advisor 3, Performance



Tennis has always played a huge part in Kelly Southwood's life. She picked up a ball and a racquet as a young girl and has loved the sport ever since. Tennis has given Kelly so much in life from a fully funded education, to global travel and as a current job on the side while she works at KPMG.

Kelly reminisced about her time playing the sport as a very young kid as she'd wake up early, lit the gas, and had a current job on the side and at PKMG.

Kelly's volleyball career began when she was 11, as the courts before school then often going straight from school to the courts. However, Kelly's volleyball exposure wasn't the hard decision of making it to the USA, but the hard decision of going to the time she Kelly with the hope of going pro, leaving for Slovakia she had a very intense training routine in Slovakia.

While in Slovakia was fully committed to volleyball, Kelly had a hard time playing her first time in Slovakia, but she had a hard time working hard in Europe. There Kelly was pro tournaments it was to be scouted by a US coach who offered her a full tennis scholarship.

Kelly's journey then took her to Auburn University in Montgomery where she was studying for her tennis scholarship. Kelly studied Business Administration, majoring in Marketing and Management, and she was the only woman while on the study side of it as you were expected to play if the grade didn't go to scratch.

Kelly's highlight from her time at Auburn was winning the NAIA National Championships in 2015, which is a very rare achievement.

Fast forward to 2019 and Kelly finds herself in her 2nd year of working at KPMG in Consulting still playing tennis day and night. She found KPMG really good in the way that she can get to her hours really easily meaning she gets to have a work slightly later, if it means she gets to have it around in the morning. She usually hits in the mornings with her partner who is also her coach coincidentally. She competed in the Queensland tennis open earlier this year and managed to be runners up which was a huge testament to her work effort and relationship. Kelly finds that Tennis is a good way to escape from everything and has big plans for the future!

Tennis is a good way to escape from  
and has big plans for the future!

Charlotte and Etienne spent a day volunteering at Supporting Families, helping with administrative jobs, and learning more about the organisation and challenges of supporting those with mental health issues.

In turn, Charlotte and Etienne asked Supporting Families to speak to the Christchurch team, they talked about the services they offer, how supporting someone with mental illness can have a real impact on the supporter and how workplaces can best support people in this situation. \$210 was raised for the Mental Health Foundation, through a raffle with prizes based on wellbeing and health.

Charlotte and Etienne also wrote an article entitled "Supporting the Supporters at KPMG", looking at how supporters of those with mental illness are often in need of support themselves and the services KPMG provides (such as the Employee Assistance Programme) that can help.

## Wellington Audit and Deals Advisory interns wanted to

**Advisory interns** wanted to highlight KPMG's melting pot of people and cultures by creating a Wellington edition of 'Humans of KPMG'. They showcased people in their office that were willing to share an interesting story about themselves, with a goal of helping their colleagues learn something new about that person and to present a glimpse of just some of the diversity of cultures and backgrounds within the Wellington office.

**The Auckland Tax/DDX and Private Enterprise** team of 12

came up with their idea while discussing how broke they were at the time and going into Christmas very short on funds. They identified how unprepared they felt moving out of home and going to university in terms of financial and budgeting knowledge.

They designed an hour-long workshop to be presented to 16-18 year-old soon to be school leavers by KPMG staff, so that they could bring their own experiences to the table and share this with the students.

Our **Tauranga interns** - Davin and Joshua had a similar idea. Their research lead them to believe that a large majority of school leaders were financially uninformed.

This inspired them to create a financial literacy course: Money Hacks Starter Pack™. This course was planned, developed and designed to help Year 12-13 school students in goal setting, budgeting, student loans, KiwiSaver and debt, centered around not telling the young person what to do with their money but instead, giving them options that are available to them; and, if they were one day stuck, what questions they should be asking.

As there were no school kids to present their course to, they tested their content on their junior accountant colleagues who apparently enjoyed the presentation and gave some good feedback – that the information was not only relevant to the school children of this age group but also helpful and meaningful.

#### **The Auckland Corporate and Private Enterprise Audit interns**

project was designed to educate students from a young age about the benefits of healthy eating and how to grow their own vegetables at home as a cheap and fulfilling hobby. Their intended impact was to introduce students to new and enjoyable healthy habits as well as giving students the opportunity to take on outdoor activities that may result in a new interest.

Their idea was to provide students at a KPMG partner school with individual pot plants containing vegetable sprouts that they could take home, care for and nurture. Alongside this they designed a brochure with healthy living tips and kid friendly recipes.

Unfortunately, due to the timing of their internship crossing over with school holidays they were unable to fully implement this idea.

In February, the **Wellington Consulting and Lighthouse interns** hosted a Consulting Experience Day for a group Year 11 students



from Taita College (one of KPMG Wellingtons partner schools). The purpose of the day was to give the students a chance to come into KPMG and get a feel for what our people do at work, as well as to develop their project planning and presentation skills. The day involved icebreaker activities, a brief presentation by the interns about KPMG in New Zealand and globally, and a chance for the students to hear from three senior staff members about their roles and career paths.

The students were then put into groups and given a brief which tasked them with creating a Wellbeing Initiative that they could implement at their school. The students came up with some really great ideas such as introducing school sunhats and having a competition for their design and trying to gain more Kapa Haka members.

The students were all a part of the Junior Executive group which is for young leaders at Taita College. Some of them were also on an accelerate programme where they took year 12 subjects while completing year 11. The Consulting Experience Day was a great way to introduce these talented students to the world of

professional services and gave some insight into the commercial sector in New Zealand. We had very positive feedback from the students and their accompanying teacher, the students asked astute questions and we were confident they would be able to implement their Wellbeing projects and project management skills back at school.

The environmentally conscious **Wellington Advisory interns** took on waste as their project, with the goal of reducing the amount of landfill waste KPMG Wellington produced and to educate the Wellington office about the correct use of the different rubbish bins.

The team did four waste audits on one of the office floors and incrementally measured the findings by recording the total number and category of the items in each rubbish bin. They weighed the amount of waste in the landfill and organic bins, then weighed the total amount in the landfill. They also noted how many coffee cups and lunch containers were included. Using these findings and they increased the education around teaching people how to make the most of recycling/compost, and minimising waste altogether.



# Graduate camp



KPMG Graduate camp is a culturally-focused and energised induction that gives our new joiners a taste of what KPMG is all about and how our culture underpins everything that we do – while also celebrating and embracing New Zealand's heritage and diversity.

For the past five years, the camp has been based at Te Aroha Marae (also known as Parakao Marae), located in Parakao. The marae belongs to the hapū Ngāti Te Rino of the Ngāpuhi iwi and each year KPMG is welcomed into their wharenui where we are able to share their culture and traditions.

For many of our graduates, this is their first opportunity to visit or spend time on a marae and most certainly for all, it would be their first time sharing a wharenui with over 120 people including KPMG leaders. Attendees spent three days being challenged to step outside their comfort zones whilst experiencing Māori culture.

Over these three days we emphasise the value of what our grads can do beyond a professional services function by focusing on community and its importance to our firm. We set the stage for a career in which our grads are able to bring their whole self to their role in an environment where they are free to pursue work they are passionate about and that makes a real difference to the prosperity of our clients and communities.

In April 2019, a group of new graduates, from all over New Zealand, arrived in Auckland ready to embark on this completely unique induction experience. After arriving at the KPMG office, the group boarded coaches and started their journey north to Te Aroha Marae. On the journey they learnt the traditional waiata which prepared them for the haka pōwhiri on arrival. After the pōwhiri, it was straight into an array of exciting cultural and team

building activities, including a beach day at Bayllys Beach and helping out a local school with landscaping and building projects.

This 'helping out' was our single biggest day of volunteering in 2019, with over 120 new graduates and supporters volunteering at Whangārei Intermediate School. The team participated in a cleaning and rejuvenation project of the Waiarohia Stream which borders the school. The firm also donated a small grove of trees with a plaque in honour of the efforts of the 2019 graduates and the Whangārei Intermediate kids that got stuck into the work as well.

The plaque reads:

Manaaki whenua, manaaki tangata,  
haere whakamua

Care for the land, care for the  
people, go forward



"I couldn't have imagined a better way to start my career at KPMG and now am very excited to see what the future holds."

Sophie Smythe – PPC Graduate 2019

"The 2019 KPMG Graduate Camp was one of the most humbling, challenging and enjoyable experiences that I've ever had. Coming from Ngāi Tahu, I've always been passionate about understanding and embracing te Ao Māori (the Māori World) so I'm very proud to be working for a firm with the same commitment. By holding the camp on a marae and immersing the graduate cohort into te Ao Māori, it reiterated that my values aligned with KPMG's and I was exactly where I belonged.

Throughout the camp we were exposed to many, extremely fun activities that not only challenged us and pushed us out of our comfort zones, but also brought us closer together as a cohort.

A personal highlight of mine was performing a pōwhiri for CEO Godfrey Boyce, Executive Chairman Ross Buckley, and a group of Partners that came to visit us at camp.

Grads didn't hesitate to put their hands up to lead the various components of the pōwhiri, excited and proud to be doing something so meaningful.

The final activity, which was volunteering at Whangārei Intermediate, tied together everything that the cohort learned about Fuelling Prosperity. We participated in a pōwhiri, donated bikes that we built, planted native trees and worked as a group to complete a range of meaningful and impactful projects at the school."



# Dress for Success Wellington

So many women who walk through the doors of Dress for Success around the world have lost their confidence and have lower self-esteem.

As an affiliate, Dress for Success Wellington are required to do more than just suiting and styling – they have to offer career development advice and a network of support for their clients. There are initiatives to help women gain professional skills, accelerate their job search and build confidence. Even once in a job they are still there as a means of support to ensure continual success.

KPMG have committed to supporting Dress for Success by directly contributing towards their goals and mission, helping attendees to learn new skills, meet others and gain confidence.

We are doing this in a number of ways and by doing so are helping to build economic empowerment in the community and enabling women to contribute more to society. Looking good for an interview isn't as much about impressing the interviewer as it is about bringing your most confident, empowered self.

Celene Aitchison (Wellington Risk Consulting) has been involved with Dress for Success since mid-2018 as the primary point of contact for KPMG/Dress for Success relationship. Celene was inspired to support the organisation as she had been through their doors as a young woman when looking for work after University. Celene is very connected with the staff and volunteers at Dress for Success and regularly catches up with them to help out.

Here is a summary of our activity with Dress for Success in 2019.

## **Women in Work conferences**

KPMG Wellington hosted three seminars to contribute towards the ambitious Dress for Success goals for pre and post-employment support. The series of seminars were about helping women who have successfully found themselves in work, although some attendees are looking for employment opportunities. A total of 82 women attended across the three events, with a number attending more than one.

KPMG provide the venue and lunch for attendees, and often KPMG people give their time as speakers, sharing insights, skills and their own stories. Sonia Isaac (Wellington Audit Partner) was a keynote speaker for the June event and spoke about her journey to leadership, challenges she faced and how everyday activities can provide the foundations for leadership. Celene also facilitated a workshop about the power of LinkedIn and networking. Other workshop topics included interview skills and tips for writing a CV, budgeting, nutrition, imposter syndrome and empowerment.

Feedback from these events indicated that they were very powerful and informative, well-organised, and provided invaluable insight and learning. One woman said, "when I left, I had hope." Another said, "now I feel motivated to continue looking for work." Overall, this series is a great initiative for supporting women.

## **Taita College event May 2019**

A Dress for Success volunteer came to one of the Taita College mentoring programme events where the mentees were receiving advice from KPMG mentors about life after high school. She spoke to the mentees about Dress for Success and what it is like as a client. Two of the KPMG mentors also did a presentation demonstrating a typical Dress for Success styling session. As a result, all the students were offered free styling and suiting services if they required it. Justine Fitzmaurice, (Wellington Management Consulting) who supports the Taita mentoring programme was approached by one of the mentees who had an interview for an internship and was able to coordinate a Dress for Success styling for her. The student said "I was going to go to the interview in my school uniform."

## **Volunteer Conference (20 June 2019)**

Celene was asked to present at the Volunteer Conference; an event where all Dress for Success volunteers from the Wellington region come together. Celene talked about her journey and how she went from a Dress for Success client to a KPMG Advisor. She said, "it was a privilege to speak to people who make such a difference in the community, and I got a lot of really positive feedback from the volunteers thanking me for sharing my story."

## **Auckland 20th anniversary gala (22 June 2019)**

A prestige night at the Pullman Hotel was held to celebrate Dress for Success Auckland's 20th anniversary in New Zealand.





"Now I feel motivated to continue looking for work."

Event attendee

Corporates from around Auckland were invited to buy tickets to attend and each ticket purchased paid for a Dress for Success client to attend.

The event was hosted by the wonderful Hilary Barry, a long-time Dress for Success ambassador. KPMG had a table of ten guests, and they had a fabulous evening. The event included prizes and fundraisers with proceeds going to the Auckland affiliate.

#### CEO Dress for Success visit (24 June 2019)

Joi Gordon, the CEO of Dress for Success Worldwide came to Wellington as part of her New Zealand visit in June 2019. Joi has been leading Dress for Success from Manhattan since 1999 and transformed it into a global entity spanning across 160 cities in 30 countries. Joi has been a champion of offering the full continuum of services from styling to education and mentoring – providing tools women need to achieve lifelong economic independence. As a result, more and more women across the globe will have access to the resources and tools they need to succeed in the workplace.



Celene and Grace Nunn (Wellington Risk Consulting) were invited to have lunch with Joi and her daughter, along with a few volunteers because of their ongoing support of Dress for Success. Celene said "it was inspiring to have lunch with Joi, after hearing her speech at the Auckland Gala only a night earlier."

#### Clothes drives

Dress for Success rely on donations from women to style clients. KPMG Wellington hosted a number of successful clothes drives where staff donated gently-loved clothes from their wardrobe to help empower women to get a new start.

# Rotary's Youth Leadership Awards 2019

Each year, KPMG takes some of our emerging young leaders to Rotary's Youth Leadership Awards (RYLA). The RYLA programme is a live-in, immersive leadership experience for New Zealanders between the ages of 20-28. The course is focused on developing the leadership capability of young people to help fulfill their potential as leaders.

At KPMG we are passionate about lifelong learning; helping our people, clients and community develop their skills and capabilities to succeed and grow, and so each year, we also sponsor a place for someone from or connected to one of our community networks, to join the KPMG cohort.

## The RYLA programme consists of:

- Presentations and workshops facilitated by community and business leaders focused on leadership development.
- Opportunities for the exchange of ideas, opinions and experiences in discussion groups.
- Open sessions, sport and physical exercises.
- Practical leadership experiences.
- Community involvement.

In 2019, we sponsored Sophie Jones, Attraction Lead for Teach First New Zealand to attend.

Sophie had this to say about her RYLA experience:

"I wanted to say such a huge thank you to you and the team at KPMG for sponsoring me to attend - it was an incredible experience.

I'm so grateful to have been given this amazing opportunity. Hope everyone's appreciating being warm and dry in the office today!"

Ngā mihi, Sophie

Sophie also kindly put together some of her learnings from the programme:

## Ways to manage different personality styles for success: Sue Blair, Personality Profiles

"You don't have to have every superpower. Surround yourself by people who do." This was a great reminder to embrace diversity and emphasised the idea that when we come together effectively, we are more than a sum of our parts.

This whole presentation was really useful to me, reminding me that we are all so different and as such approach our work in different ways, and require feedback at different points. The section that really spoke to me was that which broke the population into two based upon motivations which underlie the decisions we make. There are 'thinkers', who put more weight on objective principles and impersonal facts; and 'feelers', who arrive at their decisions based upon personal concerns and the potential concerns of the people involved.

This is really useful for me as a 'feeler' being managed by a 'thinker' and in my role managing both thinkers and feelers. I am trying to take this into account - especially in the way I expect to receive,

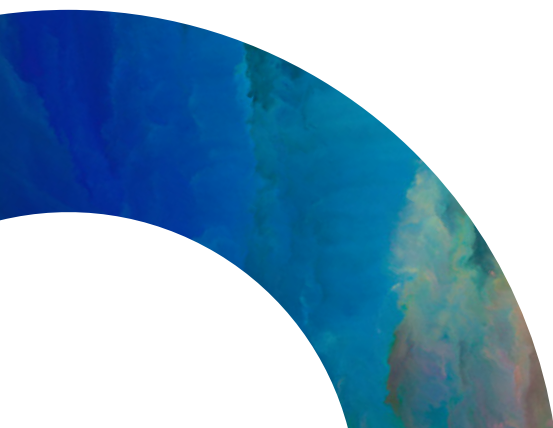
and present, feedback. As a feeler, I like feedback really early on in a project, and the more I'm cheered (usually), the better my output is. As this is the way I work, my default is to give feedback in this way. It's been a good reminder to check myself, as 'thinkers' may see this as undermining the credibility and utility of my feedback. It's also been a good reminder to check myself in the way that I ask for feedback, and to manage myself to be accommodating to a 'thinkers' feedback style.

## Don't say or do anything to bring down the energy of the team: Kevin Bigger, Play to Win

This was a great 'rule' that Kevin Bigger introduced us to, which can hugely help to maintain a positive work culture. Whilst there can definitely be space for constructive feedback, if no negativity is introduced in any form, the team is much more likely to stay buoyant.

## Direct leadership language works: DS, Island Section

I've been given the feedback before that I need to be more direct with my language when leading a team. I like to preface my leadership in 'maybe we could' or 'another cool thing to do could be...' Somehow, after dragging my poor team up to the summit the long, painful way (up all the steps, carrying our poor, disgustingly heavy cement patient) being given feedback military style - ironically directly - it's finally really sunk in. This was a learning for lots of us in my team, and we all chatted about how much safer it made us feel, as though we could trust that the person leading was confident in their plan. It's a slow process to change my ingrained tentative language, but I'm on the journey.



# Acorn Foundation's newest Ambassador



"I am hoping that our team take up this opportunity and create real momentum to give back, both amongst our team and by inspiring other businesses."

Glenn Keaney – Tauranga Office Managing Partner

KPMG Tauranga's Office Managing Partner, Glenn Keaney's time on the Board of the Acorn Foundation came to an end in November 2019, after eight years on the Board, with the last five as Chairman. During Glenn's tenure as Chair, Acorn's funds under management have more than tripled, and the foundation's governance and operations are well-positioned for future growth.

The Acorn Foundation is a community foundation that seeks donations/endowments from generous donors and has been operating in the Western Bay of Plenty region since 2003, connecting giving people who care with causes that matter.

The donations remain intact, and the investment income is used to make annual distributions to

charities and community groups in the Western Bay of Plenty. Since 2003, Acorn has built up a fund of more than \$36M and gifted more than \$6.5M through 2019.

Glenn now joins Acorn's Ambassadors, made up of former trustees who continue to work on Acorn's behalf in the region.

## Acorn Foundation Workplace Giving programme

In December 2019 KPMG Tauranga was also proud to announce the establishment of a KPMG Corporate Fund with the Acorn Foundation. The KPMG partnership has provided the initial 'seed capital' for the fund, which will be added to on an annual basis and we invited our team to participate in the fund through workplace giving, where staff can

nominate an amount to contribute each month, and the tax rebate is applied from their payroll so staff don't need to keep receipts or apply for tax refunds each year. Donations will be matched by KPMG up to an agreed level. A Giving Committee will be established to work together with Acorn to choose recipients of the KPMG distributions.

"I am hoping that our team take up this opportunity and create real momentum to give back, both amongst our team and by inspiring other businesses."

Glenn Keaney (Tauranga Office Managing Partner).



# Pets of KPMG

As part of SPCA's Cupcake Day, we encouraged people to share photos of their pets. Here is a selection of KPMG Auckland's animal friends.



# Using data to understand SPCA donors

When the SPCA approached KPMG Lighthouse, KPMG's centre of excellence for Data, Analytics, artificial intelligence and other data driven technologies, with a request for pro bono skills to unlock data insights to achieve their purpose of advancing animal welfare and prevention of cruelty, the animal loving team jumped at the chance to help!

SPCA is an organisation at the forefront of animal welfare, dedicated to creating a better life for animals across New Zealand. In November 2017, SPCA centres run by 600 paid staff and over 4,500 volunteers in 40 communities around New Zealand, unified to become a single entity. Its ability to operate is only possible with the help and support of generous people and communities, with over 66% of funding coming from donations.

As a large organisation reliant on donations, SPCA wanted to gain a deeper understanding of who their donor customer base were, and how their relationship with SPCA changed over time. Specifically, they wanted a better understanding of the key types of donors, their characteristics, and the drivers of donors' contributions.

After pulling together one comprehensive picture of SPCA's donors, enriched by multiple data sources from both SPCA and public data to provide a better understanding of donor demographics, KPMG Lighthouse created a model to classify donors into seven primary personas. Using machine learning models, they identified the factors that drive whether a new donor joins, an existing donor leaves, and whether a donor leaves a legacy bequest.

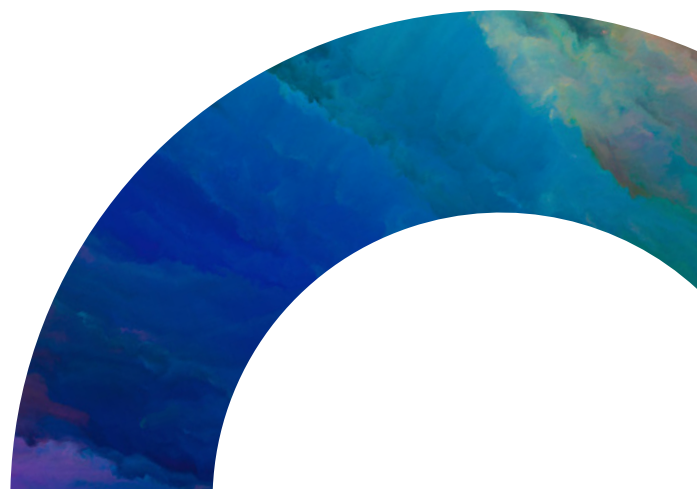
This enabled SPCA management to be able to see a holistic view of their donors for the first time. These data evidenced insights allowed SPCA management to seek better strategies to increase recurring and legacy donors, and to increase retention rates and provide an excellent donor experience.

"Thank you from all of us here for the work that was put into this. It was a great insight and was really well put together. It was clear that your team had put in lots of work and it was impressive how much everyone had understood a complicated programme and sector. Your work will be having an immediate positive effect on our programme."

Jane Walker (SPCA Fundraising Manager).

"It was clear that your team had put in lots of work and it was impressive how much everyone had understood a complicated programme and sector."

Jane Walker - SPCA Fundraising Manager





# KPMG and The Cookie Project

Photos: David Dunham Images

With one in four Kiwis identifying as disabled and only 22% of disabled people employed, The Cookie Project is a social enterprise empowering Kiwis with disabilities to not only make delicious handmade cookies but also understand their own value to themselves and to society through paid employment.

Established in June 2018 by co-founders Graeme Haddon (who is a caregiver to three disabled youths) and Eric Chuah, The Cookie Project has generated over 2,000 hours of employment for more than 30 Kiwis with disabilities, paying at least the minimum adult wage.

After unofficially supporting this incredible social enterprise since its inception, KPMG announced its official partnership with The Cookie Project

in mid-2019 to help further grow its social impact and contribute to a more diverse and inclusive Aotearoa.

Since its launch, The Cookie Project has received 12 awards including the ANZ Migrant Award, Attitude ACC Employer Award, 2019 Kiwibank Local Hero Award, as well as winning Gold at the Best Design Awards for its innovative QR code packaging that allows customers to connect with the person that baked their cookies.

The Cookie Project is also proud to be able to share the journey of one of their bakers named Stacey, who is in her 40s and due to an invisible disability, following a medical condition growing up, was unable to gain employment. As a result, she volunteered for over 14 years but, since having her first paid job

with The Cookie Project, Stacey discovered independence, freedom and self-value - and became the second baker at The Cookie Project to no longer need a Government benefit.

KPMG has been involved with The Cookie Project in many ways, from corporate volunteering, to providing pro-bono accounting and advisory services to help The Cookie Project make a difference to the lives of New Zealanders with disabilities. The firm also uses the cookies for catering and as corporate gifts.

The Cookie Project products can be found in its online store, on the shelves of seven New World supermarkets nationwide, and Pic's Peanut Butter factory in Nelson.









# Fundraising snapshots

## **Hamilton Relay for Life**

KPMG Hamilton entered a team into the 2019 Hamilton Relay for Life that took place on Saturday 30 March at Claudelands. This event was close to many hearts, having had friends and family battle with cancer. The event was emotional, with survivors of cancer completing the opening lap and candle bags were decorated by team members for the evening closing events. Both of these highlighted loved ones who are living with cancer or have lost their lives.

The day also brought laughter, new friendships and entertainment. We had a great team of KPMG staff, friends and family. Five of the KPMG team were there all day, (with other supporters popping in and out during the event) and walked the last hour as a team, still laughing joking and embracing the festive atmosphere of the evening. The team fundraising goal was a \$1,000 and they were delighted when their final amount raised was \$1,245, which was donated to The Cancer Society to support families living with cancer. This year The Cancer Society raised over **\$150,000** from Relay for Life.

## **Auckland and Christchurch Pink Ribbon Morning Teas**

In May we hosted a Pink Ribbon Morning Tea to support the Breast Cancer Foundation. In Auckland we had over 20 enthusiastic bakers volunteer to bake a selection of amazing treats.

There was tremendous support from the team at KPMG and a total of \$1,031.20 was collected



from the sale of the baking. We wouldn't have achieved this without the support from everyone and especially the organisation skills of Annie Ren (Auckland Management Consulting) and Pip Schaffler (Auckland PPC). In our Christchurch office, Shannon Bennet (Private Enterprise) organised a fantastic Bake Sale for the Breast Cancer Foundation and raised \$1,000 with thanks to everyone who baked and purchased the goodies.

## **Auckland SPCA Cupcake Day**

August saw more amazing baking for the SPCA Cupcake Day. George Tubby (Auckland Risk Consulting) and helpers got more than 22 people to bring in delicious baking and volunteer during the bake sale.

Special guest appearances by some of our team's beautiful fur babies proved very popular too. Thanks to our obvious love of cupcakes we have raised a total of \$1,426.30 to donate to the SPCA.

## **Fundraising with the Warriors**

The Warriors wrapped up their 2019 season, unfortunately missing-out on the finals series but going out with a final win against Canberra Raiders.

Through the season KPMG fundraised for the Warriors charity partners, through ticket sales and signed jersey auctions. Together we raised just over \$4,000, which was donated to KidsCan, Ronald McDonald House, Paralympics NZ and Shine.

### **Tauranga mufti days - \$1,733 of donations in 2019**

On the last Friday of each month the Tauranga team collects donations as a way to raise funds for local or national community organisations. Recipients are selected by suggestions from individual staff members who may have a personal connection to a cause or a request from a local or national organisation for donations.

“The team loves to get involved in fuelling local community prosperity this way and personally I feel a huge amount of pride in our workplace and it makes me feel good being able to help those in need” reflects Helen Potts (Tauranga DDX Enterprise and Citizenship Treasurer).

Some of the 11 organisations that received donations included Autism NZ, Waipuna Hospice and The Cancer Society.



### **Hamilton mufti days - \$2,693 of donations in 2019**

Our Hamilton office holds regular ‘jeans days’ once a month to support different charities. A gold coin collection has raised funds for many organisations during the year, including The Mental Health Foundation, Special Olympics and Sustainable Coastlines.

“There are many charities out there that do amazing things in our community. It is great to have the opportunity to contribute and know our individual donations combine to make a difference.” Hayley Annals (Hamilton DDX Enterprise and Citizenship Champion).





# Volunteering snapshots

Our people's involvement in community organisations is one example of how we can drive positive, permanent change. The New Zealand partnership commits to each KPMG person taking one paid day of community volunteer leave per year to encourage and support them to make an impact in the communities in which we all work and live and to support organisations and causes close to their hearts.



## Auckland Zoo

The Auckland office started the volunteering year off early with a trip to the Auckland Zoo – The group of ten spent a hot summer morning working at 'The Top of the Hill' planting trees and weeding – we are sure the Zoo residents appreciated their efforts!



## Hamilton Zoo

Some of our Hamilton team also spent a day volunteering at Hamilton Zoo. Here's what they reported:

"On 4 April, 14 of our staff spent the day at the Hamilton Zoo helping with a number of tasks. Half of the group spent the morning spreading mulch around the new Tiger exhibition area which is set to open in a couple weeks. It will be cool to see the final outcome of this area as you will be able to see the tigers be fed up close. After this the group also helped with cleaning up the red panda enclosure.

Whilst this was happening, the rest of the volunteers were helping with gardening around the duck ponds, they also helped transfer a huge amount of duck weed to these ponds while trying not to get attacked by two savage Australian Shelducks.

Towards the end of the day the volunteers were lucky enough to get the chance to get up close and personal with the ring tail lemurs and feed them, before having the opportunity to go for a trip around the zoo."





### **Makara Mountain Bike Park**

Wellington Risk Consulting team volunteered out at Makara Mountain Bike Park in early March. The park relies solely on volunteers for making bike tracks and maintaining them. They spent the day creating a brand new track which involved digging, cutting down trees and removing stumps to make the tracks rideable.

Later in the year, the team was surprised and delighted to accept an award for this volunteering day. Winning a Victoria University of

Wellington Corporate Challenge Award in the 'Life on Land' category alongside Ian Fiest from Makara Bike Park who oversees the volunteering at the park.

Organised by Volunteer Wellington, sponsored by the University and hosted at KPMG, the Corporate Challenge is an annual employer-supported volunteering programme that saw over 1,000 employees from the public and private sectors volunteer on over 100 projects for more than 40 community organisations in Wellington during 2019.

### **Everybody Eats**

Auckland Management Consulting volunteers spent an evening with Everybody Eats – with the help of a professional volunteer chef, the six-strong team helped feed over 120 people a delicious three course meal, from prepping, plating, serving, clearing and LOTS of dishes, the team got a full service in – but still found time to connect with diners.

Everybody Eats is a pay-as-you-feel dining concept, that has a mission to reduce food waste, food poverty and social isolation in New Zealand. By inviting anyone and everyone to join them for a meal in a welcoming space, at shared tables, served by friendly volunteers they are able to bring communities together, allowing people to get to know each other and build trust.



### **Motuihe Island**

The Auckland Forensic team spent a day volunteering on beautiful Motuihe Island. The team displayed wonderful gardening skills under the expert advice of Partner Steve Bell (an undercover gardening enthusiast).





### Auckland Private Enterprise Team

This year, the Auckland Private Enterprise division decided that they would offer four different volunteer opportunities to reflect the different passions and availability of the team. Across the month of November groups of people volunteered together across four initiatives:

**Abilities Group** who help to enrich the lives of people with disabilities through meaningful recycling and sustainability work. Volunteers worked alongside the employees at Abilities, 70% of whom have physical or intellectual disabilities, helping with packaging, assembly and recycling tasks.

Weed releasing at **Sanders Reserve** in Albany to help prevent the native plants in the reserve from being smothered in kikuyu and other weeds.

Sorting and packing large crates of potatoes and carrots received at **KiwiHarvest** so they could more easily be distributed to organisations feeding the food-insecure and disadvantaged members of our community.

Packing food parcels for families in need at **Auckland City Mission's Distribution Centre**, as well as restacking and labelling cans, sorting and organising food, goods, bric-a-brac, and clothing so the goods that are donated be distributed to those in the community who need them most.



### North Shore Community Toy Library

In August 2019, the Auckland based Finance team took a day out of the office to help the North Shore Community Toy Library with their annual stock take. The toy library is operated by a small team of volunteers and allows families to borrow toys. This helps families to save money,

save on landfill and plastic and brings together whānau in the community. With more than 1,500 toys, the team had to check each toy for number of pieces, missing or broken parts and general wear and tear. They counted hundreds of blocks of Lego, made sure puzzles didn't have any missing pieces and also fixed some bikes!





### Working with Help Tank

It is often said music brings people together, and that was certainly the case in June when the Kiwi Kids Music Trust Board and strategy expert and KPMG volunteer Kyung-il Min (Auckland Management Consulting) came together to help develop the Trust's strategy.

The Kiwi Kids Music Trust is dedicated to creating opportunities for all kiwi kids and their whānau to engage with New Zealand music created specifically for them, and encourage them to express their unique Kiwi identity through the creative arts.

The Trust needed the help of a strategy expert, and Kyung-il saw the opportunity to combine his passion for music and professional expertise by volunteering to run a strategic planning workshop for the Trust Board.

The connection was made through HelpTank, New Zealand's

homegrown digital platform for skilled volunteering, where Kiwi Kids Music had listed a project seeking a strategy mentor. As a Manager in the Global Strategy Group of KPMG, Kyung-il had been looking for an opportunity to volunteer his skills, using his volunteering leave provided by KPMG.

Suzy Cato of Kiwi Kids Music said "Kyung-il was the perfect person to help us, combining his passion for music with his skills in strategic development, and his open and collaborative style. By the end of our day of strategic planning we had clearly articulated our goals and identified how to start bringing those goals to life."

Anyone can register with HelpTank to find opportunities to volunteer their skills in areas that matter to them. It is also free for any community groups who need some expert help to list their projects. Visit [helptank.nz](https://helptank.nz) to register and find out more.



### Goodie Bag packing for the Grocery Charity Ball Trust

Established in 2004, The Grocery Charity Ball Trust runs the premier event for the grocery industry, with the profits going to charitable trusts in New Zealand. For the second year, a group of 30 KPMG Auckland volunteers helped out the day before packing over 750 goodie bags which are given to attendees. This year's charity recipient was Motor Neurone Disease New Zealand who help and support people with motor neurone disease and their carers. The Grocery Charity Ball raised over \$245,000 for MDNNZ, and for quite a few of the KPMG volunteers, it was a personal connection that inspired them to get involved.

"My grandma passed away from MND when I was 8 years old at the age of 64. She went from being a super active grandma to being wheel chair bound and unable to speak in a couple of years. It was awesome to volunteer and play a part in raising funds for MND research, in the hope other families might be spared from seeing their loved ones be taken by this disease."

Déna Schmidt (Service Delivery Manager, National IT Services).



### Safer Homes in New Zealand Everyday (Shine)

Shine is a leading New Zealand specialist domestic violence agency. Its goal is to make New Zealand homes violence-free, by offering a range of integrated services that help adult and child victims get safe and stay safe. Shine operates refuges in Auckland for families who need emergency accommodation, these refuges are a safe haven for families going through a really hard time.

In March 2020, Management Consulting Auckland reached out to Shine to offer volunteering support, and they had a few jobs they needed help with, so 10 of the team spent a morning at one of the Shine refuges gardening and landscaping to make sure the gardens are welcoming and beautiful spaces for the people that use them.

Some skilled volunteering time was also spent by Nicola Owbridge (Auckland Management Consulting) and Jess Wood-Waikari (Auckland Management Consulting), who took the new General Manager of Shine through a 'business plan on a page' activity, to clarify Shine's vision, business model and operating model. The plan on a page was tailored to the needs of the GM with specific actions to work towards an operating model that ensured the right processes and governance frameworks were in place, so that their capable team members could focus on delivering excellent, much needed services to the public.







# KPMG

## Akoranga Taumano

In 2008 a literacy programme was developed out of KPMG USA, called KPMG Family for Literacy (KFFL). Since its inception KFFL has distributed over 5 million new books to low-income children in 100+ communities across the US.

The concepts of the KFFL programme have since spread across many of KPMG's other member firms. In 2018, in collaboration with our partner school, Edmund Hillary School (EHS) in Papakura, we trialled a literacy and mentoring programme that has a unique Kiwi flavour, which we named KPMG Akoranga Taumano, or KAT. The feedback from the trial was great, and we launched and successfully ran KAT for two terms in 2019 at EHS.

Each fortnight between 15 and 20 students were paired up with a KPMG buddy. Using school reading resources, we read stories together, did the comprehension exercises and completed other activities such as crosswords and word searches. We also spent time learning about our students', their lives, what they liked doing and family situations and they asked the KPMG team loads of questions about ourselves.

Some of the KPMG mentors had these reflections about being involved with the KAT programme.

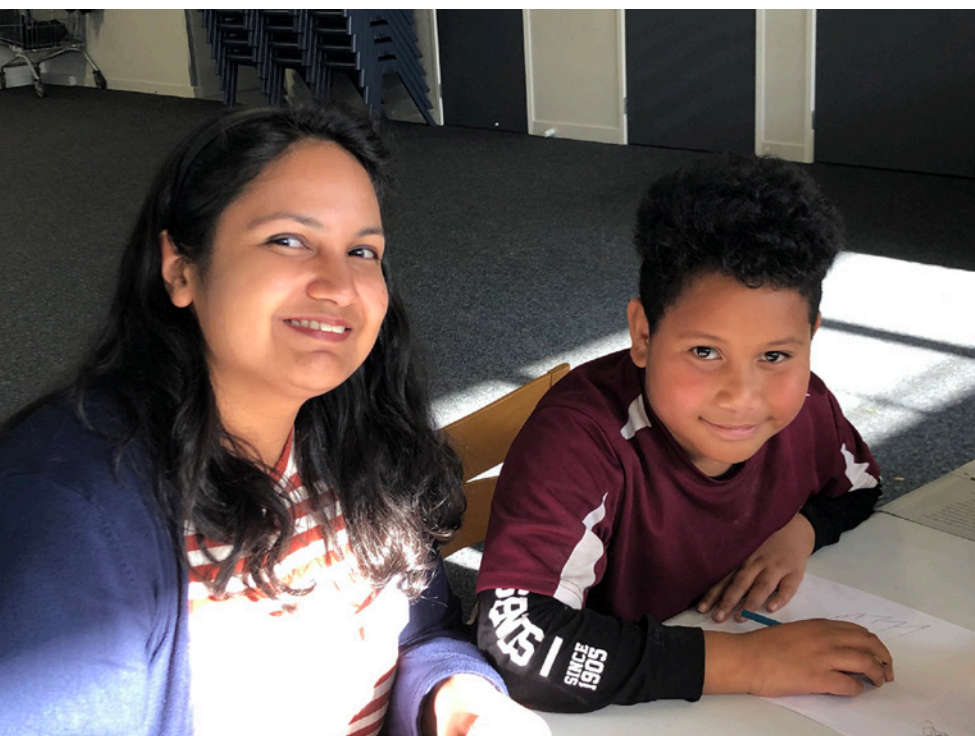
"I appreciated the opportunity to take part – it was great working with the kids and also meeting other KPMG-ers I hadn't yet met."

"Play your part in helping fuel New Zealand's prosperity by investing in our children. For me personally I can't believe how attached I have become and so quickly!"

"Real way to connect with a kid from a different background to me and see a definite impact in spending time one on one with them."

During the year we also had a book drive within the Auckland office, with over 400 books being donated to the school's classroom reading nooks.

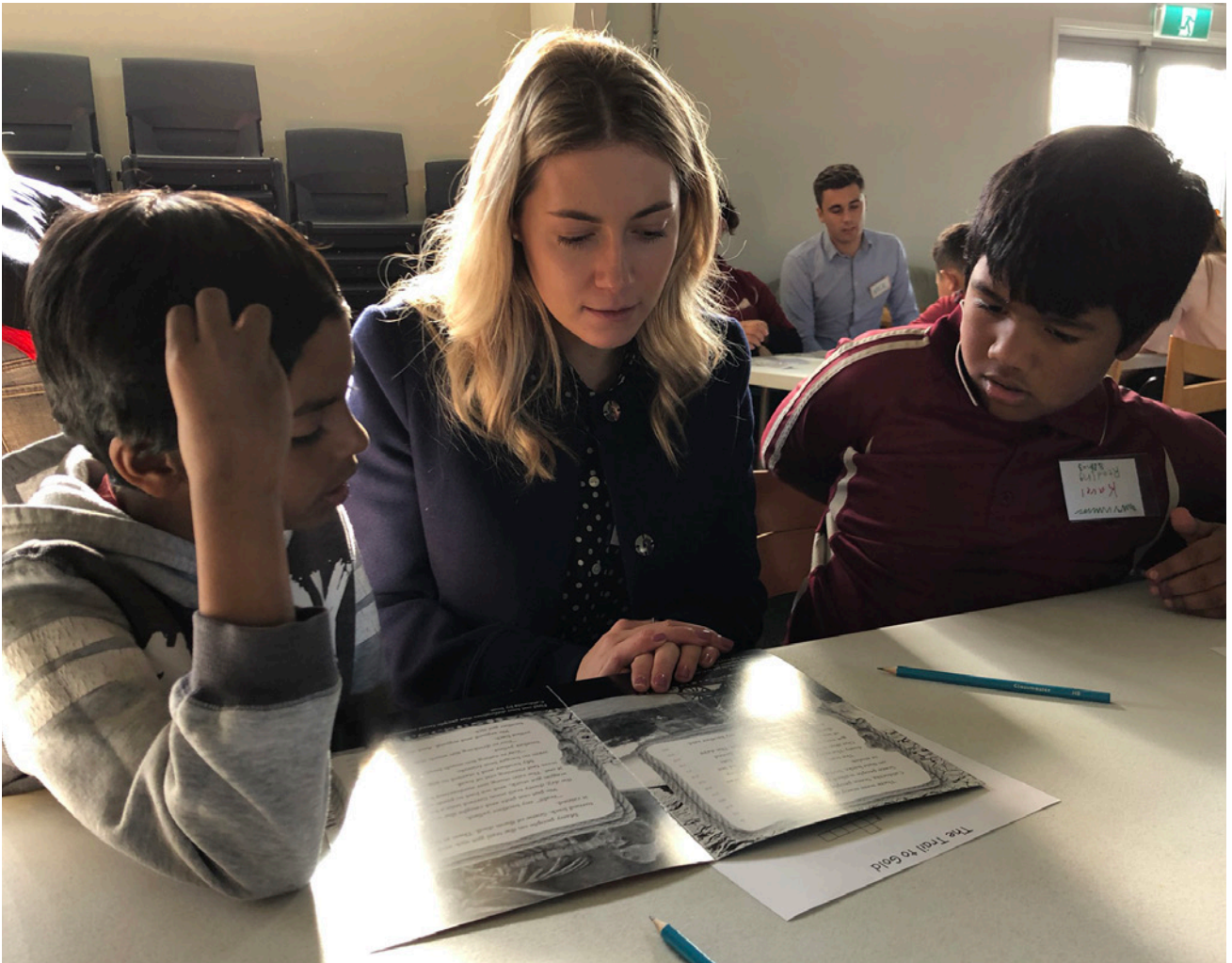
In 2020 we are aiming for other KPMG offices to introduce KAT to their local partner schools throughout Aotearoa.



"Play your part in helping fuel New Zealand's prosperity by investing in our children."

KPMG Mentor reflections





# Springboard Trust Partnership

2019 was the fourth year that KPMG has worked closely with Springboard Trust, helping with its delivery of strategic leadership support for school principals throughout New Zealand. Our connection continues to grow, and in 2019 over 20 senior KPMG people worked alongside New Zealand's educational leaders covering regions across Auckland, Gisborne, Wellington and Queenstown. Cumulatively, this means that KPMG have worked directly with over 75 schools and 21,558 students. KPMG people are working in a growing range of roles including delivering the curriculum, running leadership training, individual coaching and also supporting Springboard Trust as the organisation itself develops.

"We continue to appreciate our strong partnership with Springboard and the opportunity it gives to a wide range of our most senior people. Working in one of the areas that directly impacts young New Zealanders closely aligns with our purpose of Fuelling New Zealand's prosperity. I have seen how much everyone who contributes to Springboard's success enjoys and benefits from it, most importantly the school principals, many of whom rate it as one of the best professional development programmes they have experienced."

David King (Auckland Deal Advisory Partner and Springboard Trust Champion).

## Growing the regional impact

Springboard Trust's vision is to dramatically improve the life skills of young New Zealanders. To achieve this, Springboard partners educational

leaders with a network of expert volunteers who enhance their strategic capabilities – which is where KPMG provides invaluable support.

This unique cross-sector model relies on volunteers who can be flexible, travel and have the capability and experience needed to sit alongside and support principals. KPMG's continued support in this regard has helped Springboard break new ground, including two new regional expansions (Bay of Plenty and Wairarapa). Following KPMG volunteers' success in these regions, they have continued to help Springboard in some of the most challenging programmes and regions they work in.

Principal Clare Crawford, who matched with Capacity Partner Gareth Jolliffe (Wellington Management Consulting) says:

"The great thing with Gareth was even though he had been a School BoT chairperson (so knew lots about school stuff) he knew nothing about my school, so he was able to listen to my ideas and thoughts and help me put them into perspective. He was excellent at questioning me and helped me put a much clearer picture together. He was always only a phone call or email away and happy to answer any questions I had."

Year on year the relationship between Springboard and KPMG continues to grow, with 20 of KPMG's senior people volunteering in 2019, making up 10% of Springboard's total volunteer numbers.

The partnership with Springboard Trust offers a unique experience for volunteers. They get the opportunity to grow and develop their own

"Working in one of the areas that directly impacts young New Zealanders closely aligns with our purpose of Fuelling New Zealand's prosperity.."

David King – Auckland Deal Advisory Partner

leadership and coaching skills working alongside a principal, or by building their facilitation experience working with a cohort of six principals and six volunteers (many from other organisations).

It is a truly enriching experience for all involved, and often in unexpected ways. As Suzy Mitchell, Partnerships Manager at Springboard Trust says:

"The KPMG partnership is a true partnership in every sense of the word, the volunteers come out richer for the experience and have met school leaders who have challenged their thinking and perceptions of the Education sector. Our team at Springboard get the opportunity to work alongside highly capable and experienced leaders and facilitators, and our principals gain the benefit of years of experience within the business world."







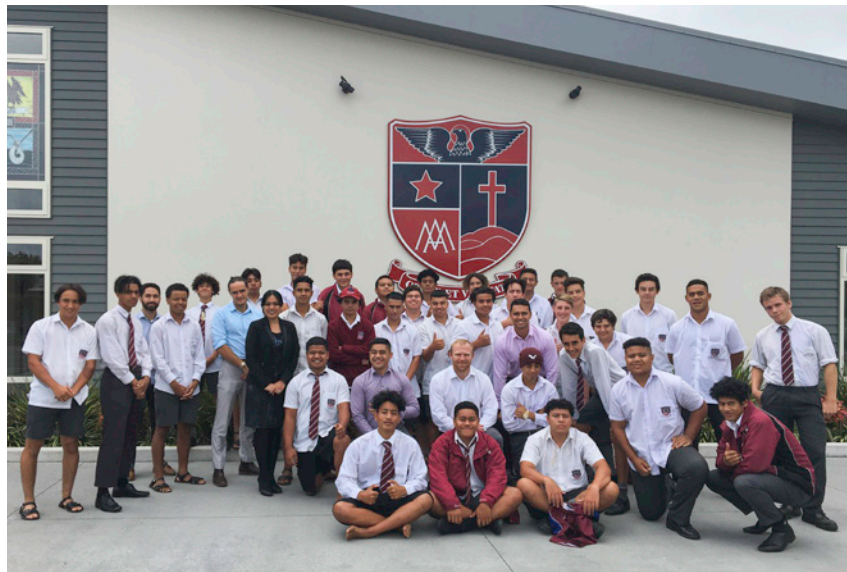
# St John's College mentoring

In 2018 some of our young Māori and Pasifika team members involved in Kiwa, a programme focusing on mentoring for Māori and Pasifika university students interested in learning more about working in the corporate space, expanded their scope to include a new and special relationship. The team developed a rapport with students from St Johns School in Hawke's Bay after sending some words of encouragement to the older Māori and Pasifika boys for their end of year exams, at the request of their Academic Dean. We received a great response from the students and school, and we were keen to see how we could further this new connection.

In March 2019 a team of KPMG Kiwa members travelled to Hawke's Bay to visit with Māori and Pasifika Year 12 and 13 students from St John's College. The visit marked the launch of a new voluntary mentoring partnership with the low decile school for boys based in the heart of Hastings.

The mentoring program aims to help Year 12 and 13 Māori and Pasifika students prepare for their last year of school and provide support for students navigating the transition from high school into the next stage of their learning journeys, whether it be tertiary education or finding their first job. For most of these students they are the first in their family to consider undertaking tertiary-level studies.

The KPMG team had a full day, sharing their own experiences as young teenage Māori and Pasifika school leavers, a goal-setting



workshop, a presentation to the school at their assembly and they finished the day with a FiaFia Cultural evening with St Johns' College's sister school, Sacred Heart.

The visit ended with a commitment from both the students and the KPMG visitors to establish a mentoring programme between the KPMG Kiwa volunteers and St John's College. With an emphasis on setting goals, nurturing self-belief and academic achievement through virtual meetings and communication with the students, the KPMG mentors aim to empower them by showing them there are many other Māori and Pasifika studying, working and achieving their goals across the country.

Following the initial visit, the Year 12 and 13 students were then paired up with a KPMG mentor who they worked with over the remainder of the year. These matches were based on interests and connections

made in the goal setting workshop. The Kiwa mentors used KPMG volunteer leave and their own time to nurture these relationships and spend time building their students confidence to realise their potential.

Feedback from the school was that having a mentor who is encouraging and supportive has made a huge difference to many of the students in their attitude, work ethic and outlook on their future. To wrap up the programme, Joseph Penitito, a student who displayed determination, ambition and growth in the pursuit of higher education, leadership amongst his peers and contribution to his community, was chosen to receive a \$1,500 KPMG award at end of year prize giving. This award was gifted from retiring KPMG Partner, Simon Hunter and was named the "Kārearea Award" (after the Kārearea bird) to help Joseph as he takes flight onto the next chapter in his journey.





ST JOHN'S COLLEGE

St John's College  
Jervois St  
Mayfair  
Hastings 4122

Dear Kristal and all the team,

HUGH thank you to all of you who visited and gave so generously of your time. We loved having you here – it was a big deal and the boys said it was "100% worth it!" (I quote Joseph Penitito who summed it up for everyone when I was asking him and his mates.) I saw all the students today and it was a very big deal to them. The interest has spread and I have requests coming from extras to join in. I have a lot to prepare for you – names, emails, mentor requests (Everyone really enjoyed who they worked with, but were also understanding that they may need to go with someone else if necessary - some definitely wanted to stick with the mentor from the day though), lists of subjects, photos and a few extra details you may need to know about the student before you kick off. I will even get a few starter ideas for when you email them if that helps - like sports, goals, what they like about Hawke's Bay, what they think it's like in the city, etc? And then how they are handling the work and all their commitments... Tracking their academics is really important to me and I will update you separately on their actual progress credit-wise.

I hope it won't be too big a commitment for you all – maybe a couple of times a term? Any small words of advice or encouragement will be very powerful and useful.

The offer of a possible internship or more specific help for a commerce student really woke a couple of guys up – that would be amazing if it made them step up and really go for it; and at least try to be in for a chance.

I will be in contact later this week. It was so great. Thank you again Kristal and I hope you are feeling well and not too tired!

Faafetai, Malo 'aupito, Ngā mihi, Tracy

Tracy Russell (Mrs)

Academic Dean

Vocational Pathways

St John's College, Hastings

Tēnā tātou





# Dilworth presentation

In May, Paul Ketu'u (Auckland Deal Advisory), Carlos Talataina (Auckland Audit) and Greg Burton (Auckland Management Consulting) presented at Dilworth School one evening to a group of Year 13 boys who were interested in learning more about the corporate world.

After introducing themselves, their pathway to KPMG and current roles, the team participated in a Q&A session, with Justine Todd, KPMG's Citizenship

Senior Manager, as facilitator, aiming to demystify what life in a corporate environment was like. Pizza and sweet treats followed the session and allowed for some informal questions.

This event was organised by Paul, a Dilworth Old Boy (2011 Head Prefect) to give back to his old school.

Feedback from the Head of the Senior Campus, Neil Ritchie, after the event was positive:

"A big thank you from the boys and staff at Dilworth who attended the session last night with your team from KPMG. The unanimous consensus is that it was a great success. Some of the feedback from the boys afterwards was that they found it inspiring and have helped to sharpen their focus on life beyond Dilworth. The group who spoke were excellent role models and absolutely hit the right note with our boys."







## Design thinking with Manaiakalani Education Trust

James Greally (Wellington Management Consulting) and Cameron Massie (Auckland Management Consulting) supported by Sophie Smythe (Auckland PPC) and Justine Todd (Auckland Citizenship) ran a brilliant Design Thinking workshop in Auckland for Manaiakalani Education Trust (MET), one of our community partners. MET had their Outreach PLD facilitation team from around the regions together for an end of term development and update session. The visitors were blown away by having our beautiful Innovation Lab –

named the Rangīātea Infinity Room – as their creative space for the day and fully embraced the opportunity to experience design thinking around Manaiakalani's core values of Learn, Create, Share.

James commented: "It was great to see some really passionate education experts identify real world examples where they could use Design Thinking to further accelerate digital literacy and achievement of learners in low decile schools – and turn the tables to play with arts and crafts for a day."

**"Use Design Thinking to further accelerate digital literacy and achievement."**

**James Greally - Wellington Management Consulting**

# Duffy Books in Homes at St Michael's School

St Michael's School is one of KPMG Wellington's partner schools in Lower Hutt. One of their priority goals for 2019 was to accelerate reading levels for their students. They were keen to join the Duffy Books in Homes Programme (The Alan Duff Charitable Foundation) – which provides kids with free books to take home. KPMG Wellington sponsored the school's share of the costs associated with the programme.

On 11 September, some of the KPMG team visited St. Michael's, to attend a presentation of books donated from the Duffy Books in Homes programme. They were treated to beautiful songs of welcome and thanks by the students, each of whom received two books personally selected by them to take home.

The Duffy Books in Homes initiative has provided millions of books since they began in the 1990s with the aim of inspiring a love of books in children and reaching out to the wider community to improve literacy across New Zealand.

Maria Gill, New Zealand children's book writer, came along as the spokesperson for Duffy. Maria picked students to play out some extracts from a number of her books, including 'ANZAC Animals' and 'Operation Nest Egg Chick'. A dozen students were equipped with masks and puppets to play out animals involved in WWII or native New Zealand birds and animals helping save the kiwis, which was a wonderful experience for the KPMG visitors.





# Educating a connected world

KPMG New Zealand hosted its third annual KPMG Cyber Day initiative in schools in Auckland and Wellington, joining other KPMG firms from around the world during International Cyber Security Awareness Month.

Global Cyber Day supports KPMG's corporate citizenship focus on Quality Education and Lifelong Learning, and the vision of the Sustainable Development Goals to promote and support safe, effective learning environments, this year it reached 51 countries.

This community initiative, led by KPMG cyber security professionals, is aimed at educating young people about the importance of cyber security and internet risk, as part of the firm's commitment to supporting the communities in which it operates. The classroom sessions ran throughout October as part of the globally-recognised International Cyber Security Awareness Month and included guidance on safe use of personal data, social media, cyber bullying, online gaming and smartphones.

KPMG New Zealand visited six schools as part of Cyber Security Awareness Month: Epsom Normal Primary School, Northcote Primary School and Carmel College in Auckland; and Kelson Primary School, Taita College and Crofton Down School in Wellington.

"The students thoroughly enjoyed the session," said Dillon Rungan, Deputy Principal at Epsom Normal Primary School. "They found it



informative and helpful as they venture through the infinite web, and are looking forward to KPMG coming back to Epsom Normal Primary School."

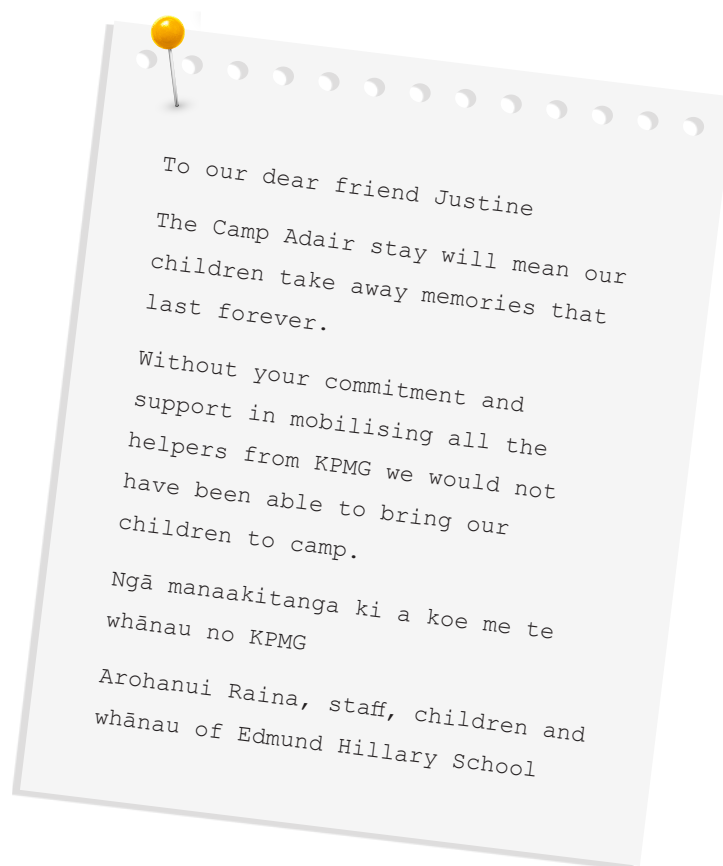
One student reflected on the value of the session, saying "It really made me think about being safe on the Internet especially that I play games online with other people."

"Given the importance of keeping youth safe online, it was great to be involved again in this global

initiative," said Philip Whitmore, Head of KPMG New Zealand's Cyber Security Services practice. "Some schools have also reached out to us to run similar sessions for parents too, which we're more than happy to do. I think many parents find it overwhelming given that it's often not something they're used to."



# Our partner schools



The 2030 Agenda for Sustainable Development Goals, accompanied by 169 targets, ranging from ending poverty and hunger to promoting peace and economic growth and combating climate change, are universal, applying to all nations and people, seeking to tackle inequality and leave no one behind.

The vision for the SDGs includes a world with universal literacy in which there is equitable and universal access to quality education at all levels. SDG 4: Quality Education is a vital enabler of all of the other Goals; improved education opportunities help to combat a wide range of societal challenges, including income disparity and youth unemployment.

At KPMG we believe education is the key to a more successful, flourishing and equitable New Zealand. Which is why SDG 4 is our core citizenship focus

and, why we have partnered with low-decile New Zealand schools to provide support, scholarships, mentoring, fundraising and professional advice.

It's a privilege for us to be welcomed into these schools and be able to work alongside many inspirational principals, teachers and students. In the following pages, we share some 2019 stories and highlights.

## South Island

The Canterbury offices sponsor Duffy books in Schools for Netherby School and Timaru South School each year and enjoys the opportunity for some of the team to attend the schools and see the books get delivered – seeing the excitement as the children open their box of books and share out the books to the class. The Timaru office also supported Timaru

South School with volunteers for marshalling their cross-country.

Craig Jakich (Timaru Private Enterprise Director) is passionate about supporting the education sector and Lifelong learning. As well as mentoring the Mayfield Primary School Principal through the Springboard Trust programme, he is also a Trustee on He Manu Hou Charitable Trust (the region's first bilingual teacher-led learning centre) and is on the Allenton School Board of Trustees.

The Timaru office run their annual Student Loans and Allowances presentation to four local high schools. The presentation is aimed at providing parents and students with information to help navigate tertiary loan information, including how to apply and eligibility.



### Edmund Hillary School, Papakura

Our partnership with Edmund Hillary School (EHS) stretches back to 2007, when KPMG joined a Committee for Auckland project to connect corporates with low decile schools. Jamie Munro (Auckland Audit Partner and Head of Citizenship) is currently the school's Board Chairman, providing invaluable financial guidance. Alongside Jamie our people and some of our clients, have enjoyed being part of ongoing support to the EHS whānau. Originally opened by Sir Edmund Hillary in 1963, the 200-roll school has a motto of 'Be Determined, Aim High'.

### School Camp

For the first time in more than ten years funding was found to give the senior students at EHS the full School Camp experience. Across 4 days in May, 15 KPMG volunteers supported this unique adventure. Teams drove out to beautiful Camp Adair in the

Hunua ranges for day or night shifts to bolster the grown-up numbers (teachers and one parent) to ensure the kids had an amazing time safely. 80 kids from EHS gained huge confidence and had fun each day on various outdoor activities from learning bush craft to the very popular confidence course ending in a mudslide, however, judging by the noise and excitement at night, there wasn't a lot of sleeping. The volunteers also did kitchen duty, ensuring everyone was well fed, with home baking from the EHS teachers providing some lovely treats for much needed extra energy.

EHS reported that camp could not have gone ahead without the KPMG volunteers and the EHS staff were incredibly grateful for our help.

Huge thanks to Yu Wei Xu (Auckland DDX Tax) who superbly managed the complex logistics of ensuring

there were enough KPMG people at camp day and night!

### Black Ferns visit EHS

KPMG organised a visit from two of the Black Ferns, the New Zealand rugby sevens team, to EHS in August. To say the kids were excited when they arrived would be an understatement. After a Q&A session in the hall and some poster signing for the kids, everyone headed out for a friendly kick around – the kids ran circles around their 'Ferns guests'!

It was great to see them engage with some of their sporting heroes, and to show how through hard work and dedication, dreams are possible. Thank you to Katie Biddle (Auckland Audit) who organised this through her connection to one of the Black Ferns and Kelly Flett (Auckland Audit) for helping out on the day.





### Annual book drive

In 2018 we launched our first KPMG Akoranga Taumano (KAT) event with an Auckland office book drive and were thrilled when over 300 new and preloved books were collected and donated to the school to put in classrooms and taken home by the kids without the worry of them making their way back.

Edmund Hillary School (EHS) have a great library, but because there is a finite supply of books, it's not possible for students to take the books out of the library and into their classrooms or take them home.

In 2019 we collected even more books as well as some games to again fill the reading corners in EHS Classrooms.

### Consulting Leaders Offsite – Making a difference

As part of the Consulting leadership team's August national offsite, they had a highly competitive team activity with an fantastic outcome.

The Consulting Leaders raced in teams to assemble eight brand new bikes which were then (after checking and being fully serviced) donated to EHS.

EHS is fundraising to support the installation of the 'Bikes in Schools' initiative, which will see them get a purpose-built bike track, secure bike storage as well as cycle skills training. While this is a long term fundraising project, the bikes made by the Consulting Leaders will help kick start their fleet, which will see the EHS kids (most of who don't have access to bikes) develop safe cycling habits, build confidence and increase levels of fitness.

Faith, Henrietta and Jack, all year 8 students from EHS visited the group in Matakana to accept this donation from the Consulting team.

### Whānau day

EHS invited us to join them and their extended school whānau for a fun-filled afternoon in late November. As the school struggles to get the resources to manage large scale events for their students, it was an awesome opportunity to help out, have some fun and create positive memories for the students and their whānau.

For the second year, volunteers from our Financial Services Audit division spent a beautiful

afternoon managing a variety of indoor and outdoor activities, as well as providing a sausage sizzle for around 400 attendees and the always popular lolly scramble to finish.

"Last week I assisted in leading our KPMG Whānau Fun Day for EHS, alongside Katie Biddle, Alex Myers and Justine Todd. It was heart-warming to see my team getting involved with face painting, races, parachutes, a disco (complete with glow sticks and some very creative dancing from some of the KPMGers) a waterslide, Lego and a BBQ.

I am proud to work for a firm that enables and encourages the team to do our bit for the community, with a large majority of our FS Audit team using their volunteer day to help out!" Laura Shillito (Auckland Financial Services Audit).





### Pt England School, Glen Innes

Pt England School (PES) is a multicultural school in Glen Innes. KPMG support PES as part of our kaupapa with Manaikalani, which includes helping to enhance educational, employment and citizenship outcomes for young people in challenged New Zealand communities.

#### Classroom@KPMG

With a growing desire to contribute more to our Auckland community commitment, we continue to deepen our relationship with PES and this has seen us host four Classroom@KPMG events during 2019. Classroom@KPMG involves welcoming a year 7 and 8 class (ages 11-13) from PES to the KPMG office. Many of the learners at PES don't have access to see what a professional business environment looks like, and so it's a great opportunity for them to visit with us, and have classroom days with an experiential difference.

#### Term one – Wellbeing

To coincide with Gumboot Friday, we asked Synergy Health, KPMG's Wellbeing providers, to present to

the kids on wellbeing and healthy habits. Martin Leighton from Synergy Health donated his time and expertise in producing and presenting a fantastic workbook which supported the activities on the day and provided a great resource for the students to take away and be able to share with their parents and caregivers. Entitled '10 Healthy Habits' the workbook encompassed tips, activities and information to help the kids and their families look after themselves and stay healthy.

KPMG and Synergy both also made donation to Gumboot Friday (to support I Am Hope's mahi of helping any young person in need to get mental health counselling) and to The Mental Health Foundation.

#### Term two – Scavenger Hunt

The learning goals for term two were around technology; computational thinking; wayfinding; space (NASA) and coding and robotics. KPMG volunteers helped design a scavenger hunt around the KPMG building with the students having to solve a variety of puzzles and challenges to get the next clue. Techniques such as using

semaphore to decode messages, compass skills and coding uncovered the next destination.

At each way point the teams were given items which were needed for the last challenge – designing a train bridge using lego, marshmallows and skewers. The results were outstanding, and the winning design team took away science kits to make their own slime at home.

Many thanks to Kaash Khullar (Auckland Audit) and Lee Hall (Auckland Audit) for lots of logistic work beforehand and hand holding on the day. Stephen Hastings; Sophie Smythe; Carla Jordaan; Pia Rodriguez; Ponshanker Palanisamy; Josh Eun; Ruwan Wickrama; Kanwal Sandhu and Lucy Hamnett thank you for being amazing design thinkers prior, and volunteers on the day!

#### Term three – Something in the Water

Term three had learning goals focussed on "Something in the Water" (he mea i roto i te wai). KPMG volunteers planned a fun interactive day focussed on the sustainability of our oceans, lakes and rivers.

After a presentation from Tonkin & Taylor marine ecologists Lucy Underwood and Susan Jackson about their jobs and ways we can help nourish and repair our oceans, lakes and rivers, we visited Sustainable Coastlines at their Flagship education centre in Halsey Street to learn more about some of the environmental problems and solutions we can all put in place in relation to our waterways.

The afternoon was spent in teams building atua Māori (gods and spirits) inspired robots out of waste materials collected from homes and around the office, with the goal that their creation would turn a waste product into a completely new product that enhanced the mana, or the health and vibrancy of their atua.

Many thanks to the KPMG volunteers on the day – Pauline Brewer, Emma Zuroski, Ponshanker Palanismay, Martin Ooi, Holly Searle and special thanks to Miro Harre for designing the very cool atua Māori session.

#### **Term four - Dance and drama**

Dance and Drama was the theme for the last term of the year – and a bit out of many of our comfort zones. With learning objectives around the history of dance and drama we knew we needed some more expert help!

We turned to KPMG Alumni turned actor, director and tutor Rita Stone. Rita was leading the Pop Up Globe education engagement at the time and ran a 90 minute workshop which included a brief introduction to the unique Pop Up Globe playhouse and a hands-on practical workshop that introduced some key elements of performing Shakespeare.

After exploring character, imagery and language, the children and KPMG volunteers spent the afternoon in teams creating and performing an original play based around three props and a one-line



theme to give them inspiration. Prizes were given for best story lines and comedy aspects and it was an extremely fun afternoon watching each team perform their short plays.

#### **Other activities**

We gave away a number of Warriors and Mitre 10 Cup tickets to the school, with faculty taking time out of their weekends to take the kids along to games.

In August, we had our first volunteering event at PES, building on our ongoing relationship. The school was very welcoming and delighted to have 15 extra volunteers to help with marshalling for their annual Cross Country.

At times it was absolute chaos directing 5 year olds around cones, but great fun – with the year 7 and 8's doing 3km's it was a good couple of hours in the fresh air encouraging the kids around the course.

Thanks to Jess Wood-Waikari and Annie Ren (both Auckland Management Consulting) for organising the mostly Management Consulting volunteers – twice due to weather cancellation of the first date!

Our Auckland Audit Corporates team organised a trip to the Auckland Museum with PES in November. The team took this great opportunity to volunteer their time to mentor and hang out with 150 kids and take them on self-guided tours around the Museum. After a quick morning tea and an introduction to each KPMG buddy, teams were sent off to different parts of the Museum and beautiful Auckland Domain area to explore and learn. With specific answers to solve and special exhibits to find, it was a busy couple of hours and lunch on the lawn was a great reward for everyone at the end of the visit.





### Hamilton – Rhode Street School

During 2019 we organised a quiz night with our Hamilton office family and friends to raise money for the School's solar panels for the experiential Ecological Island that Rhode Street is continuing enhance on site. A competitive night of fun enabled the donation of \$850 towards the cost of the renewal power supply.

Four of our junior accountants volunteered to help Rhode Street School at their annual sports day at Hamilton West School.

"Full of fun, laughs, sports and sausages. The Hamilton West sports day against Rhode Street School allowed kids from both schools to compete in four sports, rugby, football, netball and basketball. It was held at Hamilton West Primary School on 1 August 2019. With volunteers from KPMG helping with the refereeing it allowed the day to run smoothly with high competition. At the end of the day the points were tallied

with Hamilton West winning the day, then both schools enjoyed a delicious sausage sizzle!" Nicola Hollis (Hamilton DDX).

Murray Dunn, Hamilton Office Managing Partner had the pleasure of attending the Rhode Street School Prizegiving in December and presented the KPMG prizes (\$50 each worth of Warehouse stationary vouchers) to the Academic Award winners for the following categories:

- Quality Work Award
- Junior Literacy Award
- Excellence in the Arts
- Junior Academic Award
- Middle School Academic Award
- Most Consistent Effort with Learning
- KPMG Senior Mathematics Award
- Senior Literacy Award
- Senior Academic Award

Murray said: "I was able to present

the KPMG Senior Mathematics Cup to Sam Wigzell. Sam was a little nervous when coming up on stage, but as he approached you could see the excitement and pride in his eyes, it was a lovely moment to recognize his efforts.

I was fascinated to learn that there are 18 different nationalities in the Rhode St School community, including one Afghan refugee student who couldn't speak English two years ago and who won a class award at the prizegiving. I wanted to also thank our Hamilton Citizenship Committee for all they do in connecting KPMG to our community, this was one of my favourite days of work this year."



## Tauranga – Merivale School

### Essential stationery

To kick start the year on a positive note, Tauranga office donated \$10 for every Merivale student to help make the essential stationery purchase a bit less of a burden for their families, for 2019, this was a total contribution of \$1,600.

### Breakfast Club

The Merivale School Breakfast Club has been running for many years, and provides a nutritious breakfast of Milo, Weetbix, fruit and yoghurt – milk is donated by Fonterra and various volunteering groups provide support, each morning serving breakfast for up to 150 kids. The Tauranga office has been supporting the Breakfast Club for seven years, with KPMG volunteers heading to the school early two mornings a week to help ensure the kids get a good start to their day.

This consistent community engagement with KPMG Tauranga's partner school has also inspired the other tenants of 247 Cameron Road to volunteer each week as well – ANZ covers Monday's, and for the past year, we have created a networking opportunity with our fellow tenants on Tuesday and Wednesday mornings when Cooney Lees Morgan and Bayleys staff join one of our staff to serve breakfast together.

During Plastic free July 2018 Tauranga Office raised funds by running a Tupperware Party. At the time we thought it would be a great idea to buy new cups for the Merivale kids breakfast club. Forward to March 2019 and the KPMG Tauranga team donated 50 environmentally friendly 'Choice Cups' to be used for Merivale's breakfast club.

The cups were 50/50 blend of natural rice husk fibre and polypropylene, they are shatterproof, odour resistant, BPA free and can be recycled. Rice husk is a waste product with little value and the agricultural industry often dispose of it by burning which creates air pollution. Using it to make Choice Cups reduces the amount of plastic used, accelerates its biodegradability



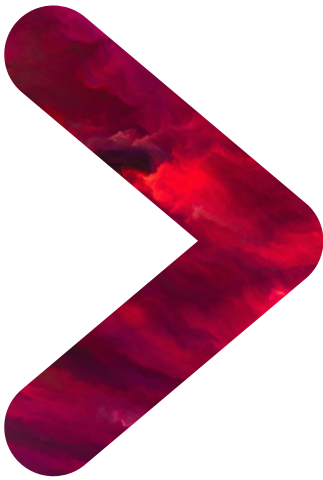
and produces a trendy natural look. But for the kids it was the excitement of having some new just for them! They look cool, featuring the Merivale School logo, and add to the pride that the children have in their school.

Each term we also donated a significant amount of ingredients (ham, cheese, pickles etc) so the school could also provide a delicious lunch for those kids that needed it.

### On the Go

Merivale School came to visit us early in March 2019 with a proposal to raise funds for new maths equipment by getting the kids involved and hoping that they could also have our support for this special On the Go day fundraising event. Although the date of the fundraiser was set for 29 March (traditionally a VERY busy day for KPMG teams), we got on board,





"It was epic to see the whole community getting involved with Merivale School to ensure that the day was a success"

KPMG Audit team

asked our office for sponsorship, spoke to the other building tenants to see if there was any interest and held a casual Friday donation day. We raised as a kickstart \$750 for the kids fundraising and also sent personal message from our people encouraging the event.

Hayley Lougher, Mat Hansen and Ruby MacLaren from our Audit team were keen to use their volunteer time to help out at Merivale's On the Go day. They were delighted to be delegated the job of Bankers – each of the kids were given an envelope that they could bring money from home to spend on the activities on the day. Here's what they had to say about the experience:

"With no knowledge on what our day would entail, arriving at Merivale School we were greeted with welcoming arms from Whare Heather who was in charge of the day. Introducing ourselves we were advised that there was the PERFECT job for us – the Bankers!

The teachers split the kids into four groups with four different activity stations, running, biking or scooters, obstacle course and a classic 'Arcade Alley'. All of the children were dressed in different colours, faces

painted, crazy hair and amazing costumes as part of the excitement of the day. Each group had 20 – 30 minutes at each station and they all went around twice.

All of the children had a bag with their name on it and some money in for spending at 'Arcade Alley'. When it was their turn the kids came into the hall and they were introduced to the Bankers (us) and given their spending money. Mild chaos ensued at the excitement of having money, but we had noticed a few children with no money in their bags so between the three of us, some of the other mums and the teachers we all raided our wallets to make sure that every child at least had \$1 for a treat. Arcade Alley consisted of yummy food, donated by teachers and parents for the kids to purchase, from mussel chowder and sausages to lolly cake and rice bubble slice.

After helping clean-up we said goodbye to tired, happy children, teachers and parents, with the cool knowledge that we had helped the school meet its fundraising goal for the math's equipment they needed.

Overall it was an awesome day, and the kids' smiles seemed to be stuck on their faces. It was epic to see the

whole community getting involved with Merivale School to ensure that the day was a success.

'til next time Merivale, three happy Bankers (Mat, Hayley and Ruby)"

### Merivale World Cup

On 26 September, two of the team volunteered at the Merivale Rugby World Cup. They were greeted by the Principal and invited to "watch the show". The children had been learning about various countries in the Rugby World Cup, with an emphasis on the opening ceremony. The countries each class chose to investigate were Ireland, France, Italy, Scotland, Japan, Namibia and Argentina. The children dressed up in traditional clothes and came into the room carrying the flags of their country. The "show" was each class putting on a performance – dance or song, to the audience. They also did a review on what they had learnt about each country – traditional food, some language, etc.



There was lots of cheering and it was great to see a lot of support from their whānau and their peers. A lovely ceremony, which ended with the children singing the Merivale School song and a haka, always a pleasure to see.

Then it was out on the back field for a rotation of rugby ball skills. With one of our volunteers, Kelsie Wills (Tauranga Audit) being one of the BOP Volkanix players, her skills came in handy with the kids. After a closing ceremony back in the hall, the KPMG team jumped onto a sausage sizzle, so the kids got some warm kai before the afternoon session.

### Container

Another thing on the schools 2019 wish list was a container for storing school equipment in a safe place where can't get damaged or stolen.

With KPMG funds, we purchased the container and pulled a few strings to get it in place. Kerry Gillon's (Tauranga PPC) partner Andy, who works for Porter Hire, had the fun job of preparing the land with a digger, Trevor

Knyvett (Tauranga Private Enterprise), project managed getting the container in place and safe for the schools use.

Unfortunately, the container was a day late and the school was vandalised the day before it arrived, but we are sure that going forward it will be an asset to the school to keep precious larger items safe.

Once in place, the container still needed a bit of an internal fitout, so we arranged a Trivia Bingo night and a blind bottle auction, inviting tenants and friends of the building along to raise the rest of the funding needed to finish this project. Groups of the KPMG team got behind the fundraiser by putting together a bottle which would be disguised and put up for auction on the night. The Deutz Pineapple stood out as a winner, but the quality was high across all bottles.

On the night we raised \$5,600, which meant that the school could arrange to finish the container with shelves, etc. There will also be funds left over for play-based learning equipment and other items on the wish list for the school in the future.

### Inspiring generosity in our community

We had another reason to visit Merivale just before Christmas, one of our lovely clients, Hello Sushi! wanted to do something to help the school, the answer was simple – feed them. So Carol and Jayden from Hello Sushi in Bethlehem met us at the school with large platters of delicious healthy sushi for lunch. The excitement from the kids was clear – some had never tasted it before, some wanted wasabi, others just looked at it strangely, but they all tried it and mostly really enjoyed the treat, under the trees on a beautiful summer's day.

While there, Carol asked the school if there was anything else that they could give to help the children, giant readers and books were requested, so Carol put in an order for the books and they were delivered to the school in time for Christmas.



## Wellington

### Taita College Mentoring Programme:

2019 was another successful year for the KPMG x Taita College Mentoring Programme. This programme has been running since 2015 and is aimed towards helping high-achieving students focus on what they want to do post-secondary school.

The purpose of the programme is to encourage and assist year 12 and 13 students who exhibit a degree of leadership and passion for developing their education and careers. Around 15 KPMG mentors volunteer their time and work directly with students to provide personalised advice on key skills, preparing for university and life beyond school.

In 2019 we had 20 Taita students involved in the programme and they were supported throughout the year with a variety of activities and learning opportunities:

- We started the year with an get-to-know-you amazing race around Wellington, allowing the students to explore the nooks and crannies of the CBD and build good relationships with the mentors.
- We had an event focused on preparing for life post-high school and we walked the students through the realities of budgeting, scholarships, interviews and creating their own CV and cover letters, as well as some positive mental health techniques.
- During Matariki fireworks the students came to the KPMG office to learn more about their personality types using Belbin profiles, and how they could translate their personal skills and successes and into something useful when applying for jobs, scholarships and preparing applications – and we all got a great view of the fantastic firework display.
- We took the students to Victoria and Massey University open days and had a 'University 101' session – helping to demystify life in higher education.



"KPMG offers a scholarship of \$2,000 to one mentee every year"

Ed Loudon - Wellington Audit Partner

- Dress for Success came and talked to the students about dressing for interviews.

The final event for 2019 was a good opportunity to reflect on how the mentoring programme had helped the students develop their path beyond secondary school. The students presented back to the mentors, demonstrating what they learned over the past year, and this was an exciting yet bittersweet time as we learned the decisions the students have made regarding their studies and say goodbye to the year 13 students.

Every year, we are also fortunate enough to attend Taita College's senior Prizegiving. This is a fantastic opportunity to see the academic, cultural, and sporting accomplishments our mentees achieve outside of our mentoring programme. KPMG offers a scholarship of \$2,000 to one mentee every year. The recipient of the scholarship is selected by the Taita College teachers, based on student growth and development throughout the year. This year, we were ecstatic to award this to a young woman who has been involved in the KPMG mentee programme since 2018.



This programme provides a great deal of value to both our mentees and mentors. For our mentees they get an immense amount of support and advice on what to expect post-high school, and, for the mentors, this programme offers leadership opportunities and a real way to have an impact on young people and their future success.

#### St Michael's School

The KPMG office funded the implementation of a leadership Badge Awards programme for students in Years 7 and 8 across a range of categories including school leader, music, sports and cultural arts. The school believe the badges will be a motivation for senior students in making positive choices and will be seen by the younger students as something to strive for. The school was very thankful for our support

and they noted the senior students now have a tangible symbol of their various Leadership roles in the school and they are stepping up to carry out those roles.

A group from the Wellington Audit team attended a volunteer day at the school in November. They got stuck into cleaning up and painting the fence as well as donating and laying some bark for the playground that needed upgrading. They reported they all had a fantastic time, with good weather and so managed to get all the painting finished – with stunning results. Thanks to Dulux Trade Centre (Lower Hutt) for contributing towards the paint for this project!

#### Pomare School

We were invited to help out at the year 5 and 6 school camp at El Rancho as there weren't enough parent helpers this year.





This was an awesome opportunity to provide the kids with different role models outside of their usual life – our male team members were especially popular as there are no male teachers at Pomare. We sent out different groups of the Tax division for each of the three days and helped out with all sorts of activities including horse riding, archery, rock climbing and kayaking.

Unfortunately due to the major decline in the role, a large part of the school is being demolished. While it waits to be demolished, it is a bit of an eye sore as soon as you enter the front doors of the school. A team of KPMG volunteers spent a day prepping and painting this part of the school to make it a better experience when entering the school. We also prepared the vege gardens with winter veges for the children to

take care of. These have done so well in prior years that there's been enough veges to take home to their families.

#### Taita Central School

At the start of 2019 Taita Central School expressed the need for new kapa haka and Polynesian club uniforms for the students, as their old mis-matched uniforms didn't stand up to the competition at events and championships. We donated \$2,000 to the school to purchase these, and they have put these to use in their performances over the past year at Hutt Valley Polyfest. They were incredibly grateful and have said the kids feel empowered, proud, and connected in their new uniforms.

Volunteers from our Private Enterprise Team popped out to Taita Central to help out with their annual amazing race, which coincides with Samoan

Independence Day. The kids do a "round the world" race with activities at each stop based around the nationalities of the children at the schools (everything from Burma to Tonga). It was a fun day, which finished with a prize giving and cultural sharing time, highlighting Samoan culture and songs.

In December 2019 members from our Private Enterprise team attended the Taita Central School prizegiving to award our scholarship for the year. This was awarded to a school leaver that had shown an immense amount of leadership and care for other students at such a young age, despite suffering hard circumstances personally. We were overwhelmed by the appreciation the student and her family showed, and used the money to get her set up with uniforms and school materials for her new journey at Avalon Intermediate.



# Christmas giving 2019



## Hamilton

The Hamilton team donated 100 books to the Children at Waikato Hospital. They received the following message of thanks:

"Thank you so much for the beautifully wrapped books that you brought up to us last week. The books were all added to gifts and given out to the children on Christmas day. The staff, children and families were very grateful for these gifts. Happy New Year and once again Thank you so much."

Karen Purchase, Team Lead - Waikids Hospital Play Specialist Services

A creative additional Christmas initiative saw Hayley Annals, Krystal McCullough and Shaye Nobilo (all Hamilton DDX Enterprise) (with some family help) make some beautiful handmade Christmas cards on behalf

of KPMG. "My two boys had a lovely time delivering these on behalf of KPMG to Hospice and Selwyn Retirement Home." Hayley said "This was a really great experience to see these cards brighten up people's smiles at this time of year."

## Auckland

Christmas gift's were delivered to an excited Edmund Hillary School on 5 December. There was an emotional Scholarship Assembly, where Henrietta Tui Vai Lopa and Faith Isaako were awarded the KPMG / Formica 2019 Scholarship for great conduct and school citizenship. These girls have been real role models, showed care for others, integrity and respect, and their heartfelt speeches about the teachers, school, whānau and KPMG had many of the attendees in tears.

Groups of KPMG volunteers then took piles of presents off to classrooms, which were soon covered in wrapping paper and lots of delight and animated showing off of gifts!

Thank you everyone in Auckland who generously contributed to both Edmund Hillary and Merivale School in Hamilton this Christmas. With over 300 presents given out, which were thoughtfully purchased for an individual child – the impact and the joy of this small gesture, and our ongoing contribution to our schools can be seen in the many sweet thank you cards we received from the kids.

## Tauranga

Our annual gifting day for Merivale School took place on 6 December. A beautiful Bay of Plenty day meant that the kids could be outside in the school grounds. Santa and his helpers delivered 181 gifts – and the



kids were so excited to receive their presents. This is a highlight of the year for us, and such a heart-warming thing to do. Thanks to the Auckland office for their support in providing gifts as well.

On 14 December, the team was back out at Merivale for their prizegiving. Two scholarships were awarded for the most Honourable Student –Tiara Takuira-Anderson and Cruz Jack-Kino by KPMG Partner Mark Thomas. The most Honourable Student award is given to the kids that have fuelled prosperity in their school by living the VALE way (the schools values). The funds are paid into the kids intermediate account which helps families pay for stationary, uniforms, camps, etc. giving them a great start on the next stage of their education – there is a small voucher for them to spend on themselves too of course.

### Wellington

Taita Central School was this year's choice for the Wellington Office Christmas Gift Giving. The office provided 167 presents for all of the students ranging from ages 5-11. A Christmas Elf from each division organised the collecting of the gifts from their KPMG team, ensuring that every child would receive a gift. On 11th December the school was having their annual Christmas Picnic in the Park. Santa arrived at the park on his motorbike, decked out in tinsel, and was greeted by an onslaught of hi-fiving kids. Being a hot summer's day, Santa must have been warm in his suit, but he didn't show it. The KPMG Christmas Elves helped deliver the presents to the kids. Santa called up each student to collect their present and have a photo. It was a brilliant day filled with lots of happy faces as each present was excitedly unwrapped and we were overwhelmed by the appreciation from the parents and teachers.

### Canterbury

The team in Canterbury again partnered with Presbyterian Support South Canterbury in the lead up to Christmas. Volunteers helped with



the collection of presents from the community Christmas tree and also helping to decorate local rest homes.

### Christmas food drive's and donations

KPMG Auckland organised a Christmas donation and food drive to support struggling families during the holiday season by collecting food and donations in support of Tāmaki Regeneration Company. All donations were passed on to a variety of Tāmaki community organisations.

For the 2019 festive season, our KPMG Wellington office chose to donate to Nourish Trust, a charity making the Christmas period a little easier for families in the Hutt Valley and Porirua communities – an especially special way to additionally support this region as it is also where our Wellington schools focus is targeted. Our donation is from funds raised throughout the year from team member coffee and baking purchases from our in-house café. Each year KPMG Wellington donates these proceeds, alongside a matching contribution from the KPMG Partnership, to a chosen charity and for 2019 we were particularly happy to see the proceeds go to this deserving cause <https://nourishtrust.org/>.

The annual Wellington Christmas Partner Auction, where KPMG Partners generously donate fabulous items to be auctioned to raise money to support the Hutt Schools Partnership, raised \$5,613.40 this year. Auction highlights included a basket of goodies from clients that Private Enterprise Wellington worked with during 2019, restaurant and beauty vouchers, and a special display presentation cricket ball, signed by (arguably) New Zealand's most famous cricketer, Sir Richard Hadlee.

For the second year, the Christchurch office collected food donations of gifts and practical items (non-perishable food/toiletries etc.) for The Christchurch City Mission. Gift vouchers were also donated from the Citizenship team for the Mission to give to those who needed them most.

The tenants of 247 Cameron Road in Tauranga have a friendly competition to see who can donate the most food to Tauranga Foodbank each year. With the Foodbank facing an unprecedented demand, KPMG and the other 247 tenants got a bumper collection together – and the community was the winner.





# Sustainability at KPMG

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Sustainability is an essential part of KPMG's business strategy. Our responsibility to communities and our country is what motivates us to implement and support sustainable principles and practices, which reflects the values of our people and adds value to our clients.

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## Looking to the future

Our environmental impacts have always been at the forefront of our mindset at KPMG – with a growing Sustainable Value team and new environmental strategy, we are looking to the future.

2019 was a year of action and focus in the environment space for KPMG. We continued to challenge ourselves on our environmental impacts and pursue our KPMG New Zealand Environmental Strategy. Approved and embedded by our leadership team, this 2020 strategy forms a key pillar of our overall business strategy.

With the ever-changing business environment, we want to ensure we continue to consider and reduce our environmental impacts. We have stayed committed to our ten green goals to keep us focused on our purpose of fuelling New Zealand's prosperity and protect the beautiful environment around us.

As we head into the final year of our strategy in 2020, we are extremely pleased with the impact we were able to make, but continue to strive to ensure KPMG New Zealand is environmentally driven. We will have a new focus on the horizon, so are looking forward to engaging our people, creating impact and leading the way.

"We are committed to having and driving a positive impact on the environment, and addressing local environmental challenges."

KPMG Green Team

# Our Green Team

The KPMG Green Team's work is purposeful and practical, using professional skills, resources and passion to help solve significant issues for society as we look to create lasting environmental change. Our Green Team aims to educate, engage and empower our people and our firm to make better personal and business decisions that reduce our environmental footprint.

To be leaders and walk alongside our clients on a similar journey, our Green Team have followed the 2020 strategy with clearly planned goals to achieve. Through this we share and embody these KPMG values:

- Integrity
- Excellence
- Courage
- Together
- For Better

The goals outlined in our 2020 strategy will be achieved as a starting step to become a more environmentally conscious firm. With KPMG's wider collaboration on the development and response to the Sustainable Development Goals (SDGs), it was important that we aligned our direction with both national and global targets. Our 2020 strategy focuses principally on three main SDGs:

- Goal 11: Sustainable Cities and Communities
- Goal 12: Responsible Production and Consumption
- Goal 13: Climate Action

We also recognise the following goals are strategic touchpoints:

- Goal 6: Clean Water and Sanitation
- Goal 7: Affordable and Clean Energy
- Goal 14: Life Below Water
- Goal 15: Life On Land

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



The Green Team endeavours to work passionately in engaging our people on environmental issues. For the foundation of our strategies in the past and planning for the future we look to these five key focus areas:

## 1. Waste and minimalism

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## 2. Resource use and conservation

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## 3. Transport

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## 4. Sustainable procurement

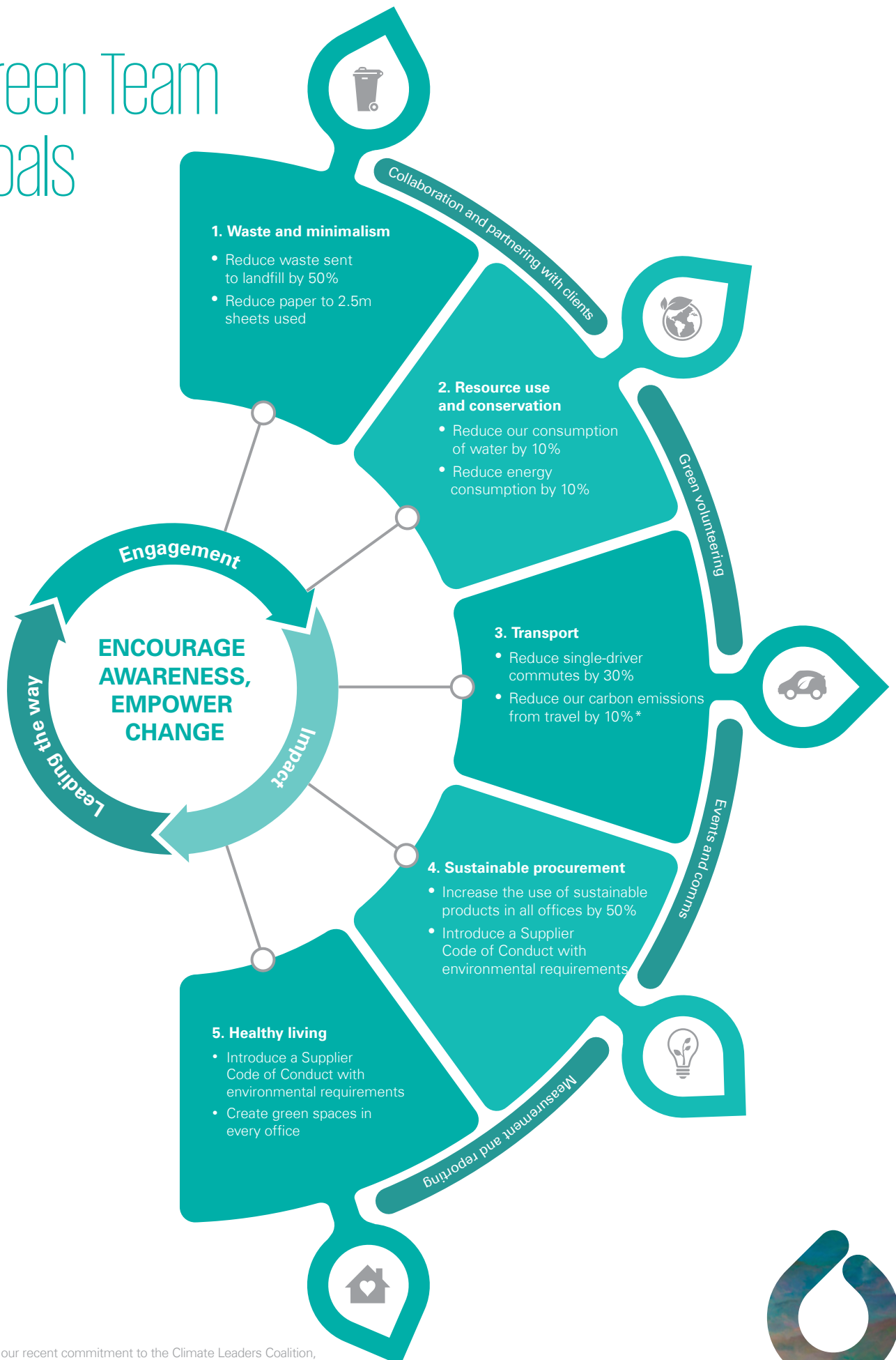
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## 5. Healthy living

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# Green Team goals









\*Given our recent commitment to the Climate Leaders Coalition, we will look to revise this target in line with our zero carbon target.



# Green progress

## 2017-2019 summary progress

Our new 2020 strategy builds upon our KPMG Global Climate Response strategy (GCR) which we continue to report to. These long-standing metrics form the baselines of our goals and allow us to measure and track our progress.

		Units	Note	2017	2018	2019	% Change (v2018)
	Employees	FTE		948	993	1,079	9%
	Emissions	kgCO2-e	1	2,608,209	3,251,356	3,402,910	
		Per FTE		2,751	3,274	3,154	-4%
	Paper use	Sheets	2	3,322,670	3,005,460	2,117,910	
		Per FTE		3,505	3,027	1,963	-35%
	Electricity	kWh	3	2,282,010	2,062,685	1,960,267	
		Per FTE		2,407	2,077	1,817	-13%
	Air travel	Kms	4	9,449,393	12,453,075	11,331,892	
		Per FTE		9,968	12,541	10,502	-16%
	Water use	Litres	5	7,554,133	8,865,220	6,304,563	
		Per FTE		7,968	8,928	5,843	-15%



We are excited to have joined the Climate Leaders Coalition. In line with our environmental strategy release, this was a necessary step for us to demonstrate our ambitions to take a lead in reducing environmental impacts of business. Through our work with the Climate Leaders Coalition, we look forward to working with our suppliers and partnering with our clients to achieve our goal of being carbon neutral by 2030.





## 1. Emissions

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Our emissions have risen as we go through a change in scope, adding emission sources we have previously not recorded. This gives us a better understanding of areas we can control or have influence over.



## 2. Paper

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The effort of moving away from using paper as part of a business process continues to give us success in this area with almost a million sheets down on last year. This has long been a focus as a very visible response to our green goals that every staff member can participate in and the results speak for themselves.



## 3. Electricity

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We reduced our electricity draw in several areas including monitoring of Building Maintenance Units, however our biggest primary change this year was a move to LED lighting in our Auckland office. This is now likely our maintenance number which may not drop too much further, however our main focus in this area is to move our electricity purchasing to 100% carbon zero providers during 2020.



## 4. Air travel

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Travel is by far our largest emission as a business and it must remain a focus if we are to be successful in reducing our footprint and future liabilities. It is pleasing to see a reduction in this area over 2018, however, the prior year was an extreme year. We need to embrace technology, question every trip and consider achievable alternatives constantly.



## 5. Water use

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Water use remains largely consistent. The change this year is largely due to a change in methodology. We are focussing on improvements in data collection in this area to best assess the impact we can have on water use.



# Green Team activities

The KPMG Green Team provides ongoing awareness to our colleagues and keeps the environment top of mind. Our offices took part in the following activities during 2019.

## Sustainable transport promotion and the launch of new e-bikes

At KPMG we want to show leadership in reducing our carbon footprint from travel and contributing towards the wellbeing of our people. Taking advantage new technology opens opportunities for a wide range of benefits such as helping KPMG reduce our carbon emissions and work towards our goal of becoming carbon neutral by 2030, increasing overall wellbeing with exercise and fresh air and beating the traffic - and helping reduce traffic and air travel as well.

In late January we launched the new KPMG Auckland e-bikes. Designed to be used by everyone to help in reducing our carbon footprint from travel and contributing towards the wellbeing of our people. Passionate Green Team members and e-bike Ambassadors: Alex Hazlett (Auckland Private Enterprise), George Tubby (Auckland Risk Consulting) and Tim Coomber



(Auckland Risk Management) have been responsible for ongoing Health and Safety training required prior to being able to use the e-bikes, maintenance and communication and have received great feedback around the introduction of the fleet in Auckland. The firm plans to start introducing more e-bikes across other offices in 2020.

In November 2019, KPMG New Zealand received a highly commended award at the Auckland Transport Travelwise awards for our work in promoting an active lifestyle and sustainable transport

options such as the e-bikes. The Green Team supported challenges throughout the year like 'Walk to Work Day' and the Bike Month Challenge which reminded everyone of how fun riding a bike can be and inspired some to change their way of commuting to work all together.

## Bike month challenge – February 2019

The Tauranga office signed up for the Aotearoa Bike Challenge, a month-long National challenge to get people out of cars and onto bikes. The other tenants at 247 Cameron Road got involved as well, challenging their people to car pool, bus, cycle or walk to work.

At the end of the month 105 people completed 1,652 commutes without solo car rides and had a positive impact in reducing cars on the road and helping the environment by lowering carbon emissions over the month.





"People now either bring their own reusable takeaway cup or use the ceramic cups in The Exchange."

KPMG Green Team

The competitiveness of the participants in the building was evident every day with the bike shed full to brimming with bikes and added motivation was supplied by each tenancy providing prizes; CooneyLeesMorgan donated Avanti vouchers, KPMG supplied drink bottles and bags, Rothbury/Lifetime first aid kits, portable charger and tag, Aurecon also gave drink bottles, Staples Rodway jackets bottles and ANZ gave away reusable coffee cups and chocolates, Tauranga City Council also got involved by providing Travel Safe prizes.

Romae and Dave from Aurecon took out first and second place (with 53 and 41 commutes respectively) with Ella Chernova (Tauranga DDX Enterprise) from KPMG in third place (40 commutes) and Lana Bell (Tauranga DDX Enterprise) in the top 10 with 38 commutes.

### Plastic Free July

Throughout the month of July, the KPMG Green Team hosted a series of local events across all our offices to promote Plastic Free July and show people different ways to reduce the use of single use plastic. This year we had weekly emails including environmental quizzes, tips on becoming zero waste and a sustainable recipe for the week. We also hosted screenings of the final episode of Blue Planet II which is an eye-opening and unflinching look into the drastic impacts that plastic has on our oceans.

We launched the 'Lunchbox Library' across the offices, supplying reusable containers for people to take to local cafes to reduce single use takeaway packaging. Following these events we saw a decrease in the use of single-use items in our waste bins.

The Wellington office reduced their use of takeaway coffee cups in The Exchange (KPMG Wellington's

inhouse coffee shop) by over 80% during Plastic Free July and the use of takeaways cups is now a rarity. People now either bring their own reusable takeaway cup or use the ceramic cups in The Exchange.

To raise more awareness, Tauranga Green Team set up a wall with a fishing net and put some plastic waste through it so that everyone who walked by was aware of what they were trying to achieve. They also had a zero-waste day by taking away the rubbish bins and asking staff to take their rubbish home with them to show them how much waste they personally created in a day. Another goal for Tauranga office this year was to reduce the amount of takeaway coffee cups used in the office. They created a coffee card which got stamped each time a reusable cup was remembered, with prizes on offer for those who filled their cards, it was great to see an ongoing reduction in single-use cups.



Some events hosted across Plastic Free July included 'make your own'

- Beeswax wrap – to replace plastic wraps
- Cutlery pouch - to replace single use takeaway cutlery
- Coffee scrubs – DIY beauty product with used coffee grounds
- Reusable shopping bags

### Recycling Week

October's Recycling Week was a huge success in terms of engagement across our offices. With daily quizzes and monitoring of the weight of waste we were creating daily; all our people became more aware of the environmental impacts of the waste they were creating.

Educating our people on the lifecycle of our waste was an important part of Recycling Week. After conducting a waste audit in the Auckland office, we understood we had some further work to do, some interesting key findings from the waste audit were:

- The red (landfill) rubbish bins contents weighed a total of 88.2kgs. Only 15kgs of what was in these bins was actual rubbish / landfill. The rest was recyclable or food waste / compostable. With potentially 83% of waste that could be diverted we upped our education and signage about what can and cannot go into the different bins.
- KPMG Auckland love to eat lots of snacks, biscuits, lollies, chocolates – this made up the bulk of the rubbish / landfill waste.

- There were so many paper towels thrown away in the rubbish bins, this can go to your food waste / compostable service.

The purpose of carrying out waste audits is to enlighten everyone as to how we can increase our recycling capabilities and ensure our people know where their waste should be going.

KPMG Auckland also hosted an informal Q&A session with Auckland Council's Waste Team to learn ways to minimise waste and adopt proper Refuse, Reduce and Recycle methodology at home.

### Auckland EcoMarket

November saw KPMG Auckland hold our annual zero-waste and healthy living market in the Viaduct Plaza outside the office. This year, we hosted the market in partnership with the VXV Precinct (Victoria x Viaduct) management company to grow the event to include more stalls and companies, as well as a DJ and food trucks.

Through the partnership, we were able to open up the market to the public, giving people a chance to browse the various stalls such as an information station on recycling hosted by Auckland Council,





eco-friendly products, handcrafted jewellery, earth candles and organic gelato. Stall holders generously donated products for a raffle with all proceeds being donated to charity Forest & Bird.

### Green Team volunteer days

Throughout 2019 we noticed a larger interest in the use of our volunteer days to help clean up the environment. Below are a couple of examples of our people volunteering their time for positive environmental impacts.

A keen group of Auckland volunteers headed south to Karioitahi Beach for a beach clean-up. The morning started out busy as everyone headed their separate ways to see what they could gather. Along with the usual cigarette butts, bottle cap lids and bits of plastic, the more surprising bits of rubbish included a cooking wok, a shovel and a burnt-out car. They ended up taking away 13 bags of rubbish. At around 12.30pm everyone gathered back at the meet up for some lunch and a fantastic discussion with Miro Harre (Auckland Management Consulting) about the importance of beach clean ups, some history of the Karioitahi Beach and the surrounding coastlines.



As part of Plastic Free July, an initiative to take responsibility for a beach and regularly clean it up was developed. Moa Point Beach became KPMG Wellington's adopted project. In July KPMG Green Team volunteers collected over 772 items of rubbish from Moa Point Beach in two hours and the team went back in November for more of the same.

### National Walk2Work Day – 11 March 2020

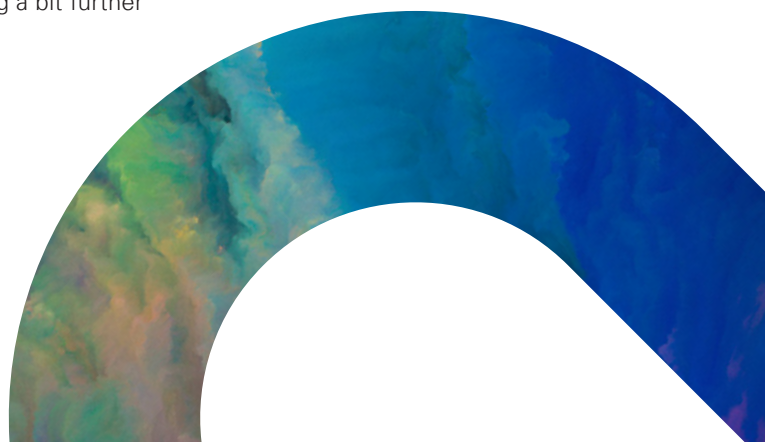
Walk2Work Day is New Zealand's national day to celebrate and promote the health and sustainability benefits of walking. In our Tauranga and Auckland offices, over 75 people made the effort to walk for at least an extra 15 minutes to get to work.

With the many different commutes our Auckland people have, there was no lack of creativity with some people parking a bit further

away, some jumping off the bus a few stops early and even one courageous person running 9km, muffins and smoothies were awaiting their arrival to the office.

The Tauranga office had 15 staff give up their vehicle commute to walk or cycle at least 2km to the office. The team took the opportunity to up their daily steps, enjoy a blissful morning and get to work early to reward themselves with a light breakfast provided by the Green Team. Well done to everyone who participated, but special mention goes to Max Pottage who trekked 8km to the office, leaving home at 5am!

A highlight of this event was getting the conversation flowing around walking and the different ways to commute.







# Inclusion and diversity

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New Zealand is diverse by nature – our landscape, our people, our heritage and our economy. Ours is a place in which our proudest achievements have had an inclusive attitude at their core. It is in our DNA to reject barriers to success. From leading the world in women's suffrage to developing a welfare state; from our Māori cultural and political renaissance to our homosexual law reforms; from scaling the world's highest peaks to lifting some of the world's most fiercely coveted trophies – many of our proudest moments have determination, tolerance and teamwork at their core. Our energy, fresh perspective and an attitude to innovation sees us fulfill a role in our world that far outstrips our size.

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At KPMG New Zealand we work to foster a diverse and inclusive culture. Teams with the broadest range of skills, experiences and perspectives will bring the most innovative ideas to our clients enabling us to fulfill our purpose to fuel New Zealand's prosperity.

We know we have lots of work to do - work we are absolutely committed to. But we also have lots of be proud of in our progress so far toward our goal to build a stronger and more successful firm that reflects the diversity of our New Zealand communities.

## **KPMG – The future is inclusive**

2019 has been a pivotal year for Inclusion and Diversity at KPMG, and we are pleased to be able to share some of our highlights with you. You'll see the breadth

and depth of our I&D activity has grown, with new areas of focus and new connections. What may be less apparent is that I feel I can now say, hand on heart, that I&D has become mainstream. It is a given that we continually work towards achieving and maintaining an inclusive culture in our teams, that we are recruiting and retaining diverse talent.

I&D is a topic our people are comfortable discussing. Our leaders and our people are more open about their backgrounds, about who they are and what matters to them. During 2019, I am heartened by the progress our KPMG affinity networks have made towards growing their memberships, achieving strategic outcomes and I acknowledge and greatly appreciate the hard work and leadership that our people involved in supporting these networks display.

We continue to challenge our practices and approaches, and towards the end of 2019 we revised our I&D strategy after gathering feedback from our people, to refocus our efforts in the areas where we believe we can have the greatest impact.

Kim Jarrett (Auckland Tax Partner and Chair of Inclusion and Diversity Council).

# 2019 inclusion and diversity highlights

## Gender Balance Progress – Kate Sheppard Programme

Kate Sheppard was a leading pioneer in the New Zealand women's suffrage movement in the 1800s. She showed great courage, resilience and optimism. A strong leader with an even stronger vision toward gender equality, She changed opinion and policy for the greater good of females and males. She was focused and driven, and through her efforts, she shaped history.

Inspired by this remarkable pioneer, KPMG proudly partnered with Dr Jess Murphy to deliver an empowering leadership development programme in our New Zealand firm in 2019. The Kate Sheppard Leadership programme is an important component of our Inclusion and Diversity strategy and was delivered in its first format to a cohort of 14 high potential senior women leaders. Kate Sheppard's cause was to advocate for equality, opportunity and choice. This programme will be offered in future years to include people from across our I&D endeavours, to support and enrich the diversity of our leaders.



The Kate Sheppard programme was a significant investment in the future diversity of KPMG in 2019.

Over a 7-month period, participants in the first cohort completed a range of interactive and challenging workshops and events aimed to build leadership capability, confidence and presence, and empower these women to further their careers and increase their organisational impact.

The programme is the first leadership programme at KPMG New Zealand to include a sponsorship element. The cohort were paired with a male Partner sponsor and these sponsors were not only there to support participants but also to grow and learn with them. Importantly, they were responsible for using their reputational capital to talk about their sponsorship and advocate for them across the firm and with their peers, thereby simultaneously increasing the capability of these male leaders to champion high potential women, as a dual outcome of the programme.

Over the programme, sponsorships and sponsors boldly stepped into the unknown and opened themselves to new ways of thinking, different perspectives and honest, often challenging, conversations.

Workshop topics covered personal impact, networking, panel events and ted-style presentations by the participants themselves.





"The Kate Sheppard programme was a significant investment in the future diversity of KPMG in 2019."

The process of self-inquiry saw them develop a relationship between sponsor and sponsorship built on trust, respect, confidence and personal integrity – hallmark qualities of great leadership and talent. It also required a significant investment from participants and sponsors - energy, preparation and commitment was necessary to realise the personal and professional development rewards.

Based on positive and constructive feedback from the participants, KPMG is reviewing how we can evolve the programme and deliver future I&D leadership initiatives with a sponsorship element to continue the momentum in building our diverse future leader cohort.

#### **40/40/20**

Launched in 2019, 40/40/20 is an additional tool to help us address the imbalance affecting the diversity of our leadership group at KPMG by

identifying and addressing potential unconscious bias in the hiring and promotion process.

In any given year, the pool of lateral hires will be required to meet the diversity target of 40% male, 40% female and 20% 'other' diversity. 'Other' refers to individuals who bring different perspectives and, therefore, broader diversity of thought to the leadership team, and includes (but is not limited to) people from cultural or ethnic minorities and people with disabilities. While still in its early stages, our 2019 partner promotions showed an increase of 38% 'other' diversities on the previous year.

#### **Champions for Change reporting and equal pay pilot**

As part of our affiliation with Champions for Change (CFC), we conducted our annual CFC reporting. The Diversity Reporting provides a framework to help us collect and

report on the gender and ethnicity data of our workforce. We were also asked to participate in their equal pay pilot in 2019. This encompassed the total remuneration package so provided a slightly different perspective to our internal equal pay review. Results are expected to be released late 2020.

#### **Equal pay review and the gender pay gap analysis**

Following our salary review in April, we conducted our annual equal pay review. This process involved assessing all salaries across divisions and pinpointing any discrepancies of more than 2%, between females and males of the same level. HR Business Partners were then required to review alongside People Partners to determine whether there was justification for these discrepancies (e.g. due to tenure in the role or additional responsibilities).



In 2019 we saw an increase in our gender pay gap, predominantly as a result of hiring a higher proportion of female Graduates that year.

The gender pay gap for KPMG New Zealand, at 1 April 2019 was 9.8%. This is an increase from 7.1% in 2018. As with previous years, the biggest contributor to KPMG's gender pay gap is that we have a higher proportion of men in our most senior roles, as well as more females in support roles. Initiatives such as 40/40/20 and the Kate Sheppard Programme have been introduced to continue our work in systemically addressing the issue of our gender pay gap.

#### LeanIn

Our LeanIn circles continued to meet regularly in 2019, with a focus on the circle goals of career progression, connections and self-growth. These meetings provided a safe space to share openly and honestly, support each other and build meaningful relationships across the business.

#### White Camelia Award

The New Zealand WEPs Committee hosted the White Camellia Awards at Parliament House in Wellington. The awards are designed to recognise and celebrate the work of businesses and organisations towards gender equity in their workplace through implementation of the Women's Empowerment Principles (WEPs). KPMG New Zealand won a White Camellia award in 2019 for WEPs Principle 6: Promote equality through community initiatives and advocacy. This is the second time we have received a White Camellia Award. Gwenan Riley (Wellington Tax Partner) and Peter Chew (Wellington Management Consulting) attended the ceremony at The Grand Parliament Building and accepted the award on behalf of KPMG. Our award is a great recognition of the work done by Kim Jarrett, with the I&D Council, the PPC team, and the Citizenship team.



### Domestic Violence Support Policy

In late 2018 we launched our new Domestic Violence Support Policy, which was designed to provide assistance to any KPMG employees impacted by domestic violence – either as a victim, someone supporting a victim or a perpetrator. The policy outlines measures that can be taken in the workplace to assist in making individuals less vulnerable to experiencing, and to managing the impacts of, domestic violence while at work, including adjusting working conditions and contact details, applications for leave, and connecting with external support.

The Domestic Violence Support Policy reflects our commitment to ensuring the health, safety and wellbeing of every KPMG employee, and came ahead of the Domestic Violence – Victims Protection Bill, which came into effect on 1 April 2019. It is reinforced by our People, Performance and Culture team and a network of Respect@KPMG contact people who are trained to provide support to anyone witnessing or experiencing behaviour that undermines our commitment to maintaining a supportive and inclusive environment for everyone.

### Flex@KPMG

In 2019 the PPC team conducted an extensive review and refresh of our flexible working arrangements, expanding our definition and reasoning for flexible working beyond parents and created a Performance Manager guide to support Flex@KPMG. We also actively highlighted stories and examples of flexible working across our offices.

### Inclusion and Diversity: Ethnicity Survey

In 2019, after a 2-year hiatus, we launched the I&D Survey to help us understand the ethnic and national make up of our people,

"Me Too must become We Too – We are all in this together."

Jacinda Ardern - Prime Minister of New Zealand

as well as providing people with the opportunity to tell us how we could make KPMG an even more inclusive and diverse organisation. The survey told us that people wanted more opportunities to celebrate different cultural events. Since the survey, we have focused on celebrating and communicating cultural holidays such as Ramadan nationally and raising awareness of language weeks, such as Samoan Language week, across the Firm.

The survey data was also used to update our internal records and at an aggregate level, used for our CFC reporting.

### Events

#### International Women's Day (IWD)

KPMG globally celebrates and acknowledges this important global event each year. IWD is a day when individuals, organisations, communities and many of our clients celebrate the social, economic, cultural and political

achievements of women. This year's theme was 'Balance for Better' - a call for collective action to build a future where everyone feels included, and diversity is encouraged. In New Zealand we also embraced the additional theme of #WeToo, inspired by The Rt Hon Jacinda Ardern - Prime Minister of New Zealand's speech at the United Nations calling for gender equality.

"Me Too must become We Too – We are all in this together."

The KPMG I&D Council organised a range of celebrations for all our people across New Zealand, including live streaming from Parliament an event organised by Zonta and UN Women with speeches from The Rt Hon Jacinda Ardern, the Hon Julie Anne Genter - Minister for Women and Steph Dyhrberg, leading employment rights lawyer and 2018 Wellingtonian of the Year.



### Pink Shirt Day

At KPMG we have a commitment to providing a safe work environment where people are treated with respect and dignity, are encouraged and enabled to be their best and where there is no tolerance of bullying behaviours or any forms of harassment.

Our Respect@KPMG policy outlines clear expectations of appropriate behaviour and a multitude of ways people can access help if they witness or are experiencing behaviour that does not meet our values and high standard of respectful and professional behaviour.

Across the offices KPMG wholeheartedly embraced Pink Shirt Day 2019. We joined the

movement along with many other workplaces across Aotearoa to turn māwhero/pink on Friday 17 May to Kōrero Mai, Kōrero Atu, Mauri Tū, Mauri Ora – Speak Up, Stand Together, Stop Bullying!

We had a 'pledge to Pink Shirt Day' where people could create their own pledge to celebrate kindness and diversity and a 'show us your Pink Shirt' photo competition #KPMGstandstogether. There was lots of activity across our offices and it was great to see so many of the team showcasing their support of KPMG's values around treating people with respect and dignity and the mahi of The Mental Health Foundation to create a movement helping people work together to stop bullying by celebrating diversity and promoting positive

relationships. Local fundraising events raised \$750 to be donated The Mental Health Foundation.

### Kiwi Dads

We hosted the Global Women "Kiwi Dads" exhibition in our Auckland foyer during December. This beautiful exhibition of photos and stories was an excellent way to talk about the real challenge for us be better at parental leave for all our people to get more diversity at our most senior levels.

KPMG alumni Charlotte Burgess from Global Women advised that more than fifty times more women than men took paid parental leave in New Zealand last year. This is a problem for all the men who are missing out on this key opportunity to be the primary caregiver of their kids and it's a problem for all the women in our organisations, because the men they work with don't have direct experience of taking time out and then rejoining their careers.

### 2019 I&D Speaker Series highlights

Our I&D speaker series events are open to all KPMG people. With a goal to bring presenters to our offices who can talk to a wide range of diversity topics, including culture and ethnicity, gender, sexuality and broader concepts of diversity of thought. The purpose of these sessions is to promote thought and debate on issues around inclusion and diversity.

Led by Peter Chew, (Wellington Management Consulting) and Celene Aitchison (Wellington Risk







Consulting) our Wellington team had a rich variety of speakers this year. They included Matt Frost from the Ministry of Education who spoke knowledgeably about disability and impairment. Matt shared his passion about changing the fact that only around 20% of people with disabilities are employed and provided insights into what his day is like and what challenges he faces as someone with autism.

Next up was Steph Rowe, Deputy Chief Executive from the newly-formed Ministry of Housing and Urban Development (HUD). Steph provided interesting insights and perspectives on the value of gender diversity in teams, ways to promote gender diversity and how organisations can support female career progression.

Gareth Dyer from Oranga Tamariki spoke in November 2019 on the Pasifika tradition of Talanoa, an approach used in Fiji and the Pacific Islands to engage in

an inclusive, participatory and transparent dialogue. The purpose of Talanoa is to share stories, build empathy and trust. Gareth spoke about how we can use Talanoa to develop more powerful and meaningful relationships through understanding whakapapa and our personal stories and to build a stronger understanding of each other's world views, cultures, backgrounds and perspectives to drive stronger relationships and improved inclusion and diversity.

KPMG Auckland hosted Michael Stevens, Programme Director from The Rainbow Tick in June. Michael is a diversity and inclusion specialist and is passionate about equity, justice and visibility for the Rainbow community. Michael shared his knowledge around human sexuality, social change, well-being, and public health.



# KPMG national affinity networks

## Ethnicity Network @ KPMG

In 2019 KPMG introduced the Ethnicity Network @ KPMG group, abbreviated to 'EN@K'. EN@K is a network that underpins the goals of our Inclusion and Diversity strategy to help drive diversity, so that everyone is more culturally aware, culturally mature and culturally intelligent. As a firm, we want to ensure that the different ethnicities of our people are well represented. With over 1,100 staff members, our people identify with more than 25 different ethnicities.

### EN@K's priorities are:

- All people have access to equal opportunities.
- We grow our cultural competency.
- We increase the ethnic diversity of our teams.
- All our people have access to opportunities, regardless of ethnicity.
- We value and respect all our people.
- We retain our people "We know that people go where they are invited, but they stay where they are welcome".

One of the ways we work towards achieving our priorities is celebrating a selection of key cultural events each year. During 2019 we planned events, activities and communications for Lunar New Year, Chinese Language Week and Diwali to name a few. In 2020 the plan is to broaden this further with new cultural celebrations including Africa Day, Eid-UI Adha and Rosh Hashana

to name a few. Going forward the plan is to broaden this further with new cultural celebrations including Africa Day, Eid-UI Adha and Rosh Hashana. In 2020, we have had the privilege of hosting the 4th New Zealand Hindu Youth Conference at our Auckland office on 29 February.

With a theme of "Inspirers of Change: Together for Tomorrow", the conference was a great opportunity for youth to interact with government agencies and help create future leaders of New Zealand. It was supported by a number of high-profile speakers including:

- Hon Jenny Salesa - Minister for Ethnic Communities.
- Meng Foon – Race Relations Commissioner.
- Hon Kanwaljit Singh Bakshi – National MP.

"We're really diverse here at KPMG and I'm proud to support EN@K's important role in helping us recognise, celebrate and draw on the strength of our ethnic diversity."

Yu Jin Thong - Wellington Performance Management and EN@K Steering Committee member

- Inspector Rakesh Naidoo – Principal Advisor at New Zealand Policy.

KPMG supported the conference as Nitika Sharma (Auckland Innovation and Growth) volunteers with the Hindu Youth Council of New Zealand. Dinesh Naik, Sandhya Ravi, Kishalay Masanta and Chris Carrington along with Nitika, all helped the day come together.

"Be proud of your identity and use it to stand out. Be outstanding and not a bystander"

Meng Foon, Race Relations Commissioner

One of the neat things about the 'EN@K' name is that Enak means delicious in Malay and Bahasa Indonesia and in Mandarin, kindness, grace or favour (恩) is written in pinyin as "ēn".





As our network grows, we will be looking at sharing our journey and experiences with external stakeholders.

“I think it’s important as a minority to be part of the initiatives that foster inclusion and a sense of belonging. It’s important to my team and I to fully contribute at work and give our unique perspectives and insights which are shaped by our diverse experiences. This means we have to have a sense of belonging and trust that we can bring our full authentic selves to work. Being part of the steering committee allows me to see myself and others in KPMG’s goal of bringing people together.”

Chido Mushaya (Wellington Technology Risk and EN@K Steering Committee member).

## Contacts



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## Pride@KPMG

"At KPMG, our values are hugely important to us as a firm. They guide our behaviours day-to-day, informing how we act and the decisions we make. They represent both who we are and who we aspire to be.

I was brought up to believe that you should treat others how you would like to be treated yourself and the importance of being kind to others. Our KPMG Values, Integrity, Excellence, Courage, Together and For Better encompass this.

I am proud to be a Partner sponsor for Pride@KPMG and our Partner Champion for Our Values. To me they both go hand in hand. I am equally proud to be part of a firm

which truly does live our values, as by doing so collectively we can make a difference.

For me, Pride@KPMG is about having the courage to stand up and say that being inclusive is the right thing to do. That's why we were the first of the "Big Four" accounting firms to receive the Rainbow Tick in 2016, and why we continue our journey of continuous improvement and re-accreditation each year. As a firm, we cannot work for better if we don't work together.

KPMG's Pride programme is led by a network of our LGBTI+ staff and allies across the country. With growing numbers each year, 2019 saw the introduction of regionally based sub-committees which has

led to growth in the breadth and scope of activities undertaken by Pride@KPMG.

At the heart of our purpose is our people. We want each and every person who walks through KPMG doors, both our colleagues and our clients, to be able to be their authentic selves. With the continued hard work of Pride@KPMG and the support of colleagues across the country, I look forward to seeing what 2020 will bring."

Kay Baldock (Auckland Audit and Pride@KPMG Partner Champion).

In 2019 Pride@KPMG continued its growth internally and extended its reach outside of the organisation. A key theme of the year was growing our community, and Pride@KPMG undertook numerous





initiatives to engage with and learn from our people and our communities. A key moment was the launch of the Viaduct Village People networking and collaboration initiative, through which Pride@KPMG reached out to neighbouring businesses' LGBTI+ affinity groups to share our experiences and learn from each other. We also worked together with Rainbow charitable organisations and other thought leaders in LGBTI+ inclusiveness.

This process has been rewarding for Pride@KPMG and our members, showing as how far we have come and ensuring that we continue to improve. This has laid a good foundation for reviewing our strategy and approach in the coming year and beyond.

## CPA

Kay Baldock and Markus Poppe (Auckland Management Consulting) shared KPMG's Rainbow Tick journey at a CPA Accounting for Pride event in February. Hayley Angell, Business Development Manager @ CPA Australia started the event by sharing her story. Hayley's story is beautiful and touched everyone in the room – there was not a dry eye in sight. Kay and Markus spoke about their personal and professional commitment to celebrating Rainbow diversity in the firm and the wider accounting/ consulting profession, and the event was a great opportunity to hear from other business leaders about their organisations' Rainbow journeys.

## Connect Up

At the end of 2019, and with the enthusiastic support of Kim Jarrett (Auckland Tax Partner and Chair, I&D Council) Pride@KPMG started presenting at the quarterly new starter induction days, known as "Connect Up". This has been a fantastic opportunity for LGBTI+ staff to increase their visibility with their new colleagues and take a moment to communicate some of the key messages that Pride@KPMG is promoting. We're looking forward to building on this in 2020 to ensure KPMG is an inclusive workplace for all new LGBTI+ colleagues.



### Rainbow Tick

The Rainbow Tick programme is a continual quality improvement programme designed to help an organisation ensure it is a safe and welcoming workplace for employees. We were delighted to receive our recertification for the Rainbow Tick for the fourth year.

Our Rainbow Tick assessment report concluded:

"We are pleased to confirm that KPMG has again met the requirement for the Rainbow Tick, and again has demonstrated improvement in a number of areas. This reflects sincere engagement with the underlying ethos of the programme. Once again the quality of the supporting evidence in the submission this year was extremely high. In contrast to our last report, there were more participants saying the work was understood outside the Auckland office and across the regions, and this is a positive indicator, with the caveat that more can be done. We are confident that KPMG deserves to remain Rainbow Tick certified and we look forward to working with you in future to ensure even greater improvements."

Thanks go to the Pride@KPMG team for supporting much of the activity

required to ensure we maintain and improve our progress on creating a workplace where people are free to be their authentic selves.

### Viaduct Village People

Pride@KPMG initially focussed on internal activities, however during 2019 we started to connect more external about what we could be doing collectively to support our Rainbow communities.

Client and Viaduct neighbour, ASB were also keen to get a more local connections happening and so we hosted the inaugural Viaduct Village People event at KPMG in August.

Attendees from other viaduct businesses Air New Zealand, ASB, Bayleys, Datacom, Fonterra, Goodman, HP, IAG, Kensington Swan, Mayne Wetherell and Microsoft were welcomed by Kay Baldock and Markus Poppe before participating in interactive activities to share their experiences and thoughts about the most effective way to collaborate and work together in future. This feedback told us that community members wanted quarterly events, with opportunities to network with each other as well as to learn from community organisations.

In light of this feedback, ASB's Unity Team hosted the second Auckland Viaduct Village People Pride Event early December with special guests the New Zealand Falcons and RainbowYOUTH. The event featured guest speakers from local Viaduct businesses, including Auckland Audit Partner – Matt Prichard and KPMG Head of People Kerry Butler sharing their thoughts on the value of business / community partnerships in supporting the Rainbow community.

### Celebrating Rainbow Youth

On 6 June KPMG attended Rainbow Youth's 30th Birthday Gala in Auckland. True to the theme of the night KPMG partners and members of Pride@KPMG that attended were decked out in their best 80s outfits. The night included performances from a range of local LGBTI+ talent and an appearance from the Prime Minister Jacinda Ardern and Minister Robertson, who announced \$1 million for a the newly established Rainbow Wellbeing Legacy Fund. With proceeds from the event and the auction, Rainbow Youth managed to raise thousands of dollars to support their work. Across the team we managed to win a range of goods at the auction.





### Rainbow New Zealand Charitable Trust

KPMG was a sponsor of this glamorous and fabulous fundraising evening for a second year. As a passionate supporter of the Rainbow New Zealand Charitable Trust it was wonderful to not only attend the event but be a part of contributing to enabling the Trust to increase funding distributions back to the rainbow community including a range of initiatives, growing numbers of regional PRIDE events, and essential services.

The sell-out event raised over \$60,000 for the LGBTI+ community, and was their biggest fund-raiser ever thanks to enthusiastic bidding from guests and sponsors.

### Pride@KPMG growth in our regional offices

As part of the National Pride@KPMG strategy to grow the network of KPMG LGBTI+ staff and allies, our Wellington team took steps to reactivate Pride@KPMG in 2019.

Ben Mander (Wellington Risk Consulting and Pride Champion for the Wellington office) reported:

"Our efforts were focused on raising the visibility of and embracing the

Rainbow Community in our working environment. We held well attended events including a Pride re-launch event, a Rainbow Pride themed monthly Partner's Shout. Our Red Friday morning tea, coinciding with World AIDS Day and aimed at tackling HIV stigma in New Zealand, raised money for the New Zealand AIDS Foundation to support them in their vital work.

During the year we placed posters on each floor to raise visibility and educate staff on gender diversity, the LGBTI+ community and tips for being a Rainbow Ally. This was supported by the Proud To Be KPMG wall that gave people a chance to share and celebrate what it means to be themselves at work."

During March, our Christchurch office held a morning tea to celebrate Christchurch Pride Week and show their collective support for the whole KPMG community regardless of gender identity and sexual orientation. Around 30 staff got together to share food, drink and have a bit of fun in the "selfie studio".

## Contacts



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## Kiwa

Māori have a vital role in fuelling the prosperity of Aotearoa New Zealand. At KPMG we are committed to playing our part in supporting the empowerment journey that Māori are on to achieve their aspirations, both by developing our KPMG whānau and by being a trusted advisor to Māori business.

Kiwa is our Māori and Pasifika community here at KPMG. This passionate group champions a range of initiatives targeted at growing our Māori and Pasifika cultural capability and competency, sharing knowledge and celebrating diversity. These include running the Kiwa Mentoring Programme, implementing our Māori strategy and running internal Māori and Pasifika events.

Te Moana-nui-a-Kiwa is the poetic name for the Pacific Ocean. Kiwa for short was chosen as a name to represent our Māori and Pasifika whānau at KPMG as Te Moana-nui-a-Kiwa encompasses Aotearoa and our Micronesian, Melanesian and Polynesian islands.

### Te arotahi-ā-waho (external focus)

Our aim in working with iwi throughout Aotearoa to facilitate the achievement of long-lasting prosperity for our rangatahi and rangatira alike, as well to provide guidance on sustainable growth and productivity.

On the commercial side of Māori Enterprises, KPMG's Māori sector team connect clients into KPMG's specialist consulting expertise on every aspect of running a successful business. This may be improving performance generally; or looking at targeted areas such as customer experience, supply chain, operations and risk, through to business and technology transformation and cyber-security. For export-orientated businesses, KPMG's Accelerating Export programme works intensively with selected clients to help them launch and grow their presence in overseas markets.



With many long-term relationships established, in 2019 we have seen growth in our involvement in the Māori sector as well as development of our internal skills and capacities.

### Te arotahi-ā-roto (internal focus)

This year Kiwa has expanded our internal focus in a way that is commensurate with the increased numbers of staff who whakapapa to Te Moana-nui-a-Kiwa. 2019 highlights include our involvement in nationwide mentoring of Māori and Pasifika university students, as well as our inaugural year of mentoring students from St John's College in Hastings.

We have also collaborated with our Viaduct Village neighbours, and the VXX group to celebrate Matariki, Te Wiki o Te Reo Māori, and Viaduct Village Careers Day, hosted at the ASB Theatre on North Wharf.

Traditional events such as Graduate Camp at Te Aroha Marae and our Matariki-themed celebrations continue to be firm-wide opportunities to share and embrace our indigenous culture.

### Kohikohi (Recruitment)

This year we were very proud to welcome previous Kiwa mentoring mentees: Maia Lenihan, Paul Tukukino, Erin Kennedy, Carlos Talataina, and Elijah Forsyth as 2019 KPMG graduates.

We also welcomed experienced hires Manu Pihama (Auckland Management Consulting) and Anau Tangi (Auckland Deal Advisory) but farewelled some of our senior leaders in the firm as they sought to return to their roots and focus on Māori development. We are reminded that "Ka pū te ruha, ka hao te rangatahi" (As an old net withers another is remade). We are encouraged by our increasing





presence and perspective at KPMG and hope to continue to see our unique skills and talents recognised.

#### **Kaupapa Kaiarāhi (Mentoring)**

The KPMG Kiwa Mentoring Programme is an initiative aimed at building the confidence of Māori and Pasifika tertiary students through a tuakana teina approach. The programme entered its third year in 2019, supporting Māori and Pasifika university students interested in learning more about working in the corporate world. “We recognise there are an array of barriers for Māori and Pasifika students joining a large corporate firm,” says Jess Wood-Waikari, (Auckland Management Consulting) and founder of the mentoring programme in KPMG’s Management Consulting team. “The aim of our mentoring programme is to develop the potential of these students – by

building their confidence and knowledge and giving them exposure to the corporate environment. We provide someone who can be a bit of a role model, and a friend.”

The first mentoring event this year was a KPMG Divisions Panel in July, where our mentees learnt about who KPMG is and what we do as an organisation. Many thanks to the divisional panel members who shared a bit about their teams, pathways to KPMG, and some of the challenges and benefits of working in the corporate space.

Mentees from our Kiwa Mentoring Programme then participated in a practice run through of KPMG’s Ace the Case assessment (KPMG’s recruitment workshop designed to advance student’s analytical, case writing and presentation skills by solving complex problems and gaining real-world experience). Groups of four

mentees were given a case study to read through and had only an hour to prepare the case and a presentation for a panel of judges. Following the presentations our mentees were also given the opportunity to have an interview with one of our KPMG team members supporting on the day. As a bonus to the workshop, our Auckland mentees were joined by a group from the University of Waikato who were part of our Hamilton mentoring programme.

The feedback from the KPMG team and our mentees was fantastic! The KPMG team were thoroughly impressed with the calibre of the outputs in the case rooms and during presentations. Amongst our mentees, there was an overwhelming sense of accomplishment. Upon reflection almost all mentees felt more confident in their ability to meet similar challenges on their pathway to success in their careers.

Following on from this, an event was run by our Recruitment Team to assist with networking and professional etiquette. Alongside guests from Uawa College in Tolaga Bay the students were given important tips and tricks on this daunting aspect of corporate life, and again built confidence that they could visualise themselves in the corporate environment, flourishing and being themselves.

The 2019 programme concluded with a celebratory graduation dinner, championed by moving speeches from both Jess and Carlos Talatana (Auckland Audit), as well as traditional Kava provided by Paul Ketu'u (Auckland Deal Advisory). Our students were presented with certificates and letters of recommendation to mark their completion of the programme.

### Matariki

To mark the rising of the star cluster known as Matariki, signalling the beginning of the Māori New Year, Kiwa engaged in a week-long national celebration. Throughout the week, a Synergy Health challenge was run to teach us about Matariki, and to provide us with opportunities to connect and celebrate as whānau. This was created by Sophie Smythe (Auckland PPC) and we were thrilled by the response we received to this.

In Auckland, each day an event was held by a different member of the Viaduct Village group. KPMG ran a well-attended presentation to introduce people to Matariki, run by Miro Harre (Auckland Management Consulting), Sophie Smythe and Will Callaghan (Auckland DDX Tax), accompanied by fry bread from our talented chef. Neighbours, Auckland Transport, ran a kapa haka performance, ASB held a Matariki market and the weeks celebrations were capped off by a combined waiata from the Viaduct Village group, performing at our monthly firm-wide get together with delicious traditional kai.

In Wellington, the office celebrated



Matariki by holding a Māori kai 'Partners Shout'. The tables were lined with rīwai (potato), kūmara (sweet potato), paukena (pumpkin), puka (cabbage), mīti poaka (pork), mīti kau (beef) and heihei (chicken). It was a feast enjoyed by all!!

### Te Wiki o Te Reo Māori

This year the Auckland Kiwa team organised a week's worth of events again, kicked off with an informative and in depth history of Te Reo Māori, pronunciation and pepeha presented by Tanira Fisher-Marama (DDX), and Will.

On Tuesday, a special guest performance by Ngā Tauira Māori o Te Whare Wānanga o Tāmaki Makaurau enthralled the large crowd gathered in the Viaduct Plaza.

Wednesday, Thursday and Friday saw Fonterra open a Te Reo class to the Viaduct Village Group, ATEED led a walk to the stardome at One Tree Hill to observe the stars and ASB hosted Rangī Mātāmua, an expert in star navigation.

Leading up to the month of Mahuru (September), Kerry Salter, Miranda Fraser and Paul Tukukino (all from Wellington Management

Consulting) released "Kupu mō te tari". Each week a list of Te Reo Māori kupu was posted in the kāuta (kitchen), papa tari (office floor) and wharepaku (restroom). This was an initiative in response to GPS survey feedback which requested more Te Reo Māori within the office.

On Wednesday of Te Wiki o Te Reo Māori, Paul Tukukino and Cavaan Wild (Wellington Management Consulting) facilitated a lunch and learn for staff on Te Reo, Tikanga, Pepeha and kēmu games. Everyone learnt how to ask "how are you" in Te Reo Māori and enjoyed testing their reflexes in a game of upoko (head), pakihiwi (shoulders), puku (stomach), waewae (legs), KOEKO (cone)!! Everyone shared a katakata (laugh) as Marie Perese (Wellington Risk Consulting) and Kerry Salter ended up on rolling on the ground wrestling for their koeko.

This year the focus for the Hamilton office was about 'Learning your Pepeha'. The Kiwa team created a Pepeha Board in the office with explanations and a place where people





could write their own and take a picture with it. Kiwa team members were able to help people if they needed it. It was a great opportunity for the team to learn more about each other and where people come from.

They finished the week off by hosting a 'Fry Bread Morning Tea' where the office indulged in some delicious fry bread made by Hamilton's famous 'Thomas Hot Fry Bread', with real butter, maple syrup and jam of course.

### **Whakamana Te Ao Māori (Empowerment)**

In October Wellington Consulting held its first ever innovation initiative "Dragons Den" lead by the Advisor Collaboration and Development Caucus. Paul Tukukino put forward an idea to provide Te Reo Māori classes as a part of KPMG's training and development offering. His presentation won the Dragons Den vote and the People's Choice Award and Whakamana Te Ao Māori was born. Whakamana Te Ao Māori means To Empower the Māori World, the programme design consists of introductory

level Te Reo classes, 'Lunch and Learns', 'Māori Minute' and more.

Paul, along with integral help from Cavaan more fully developed a programme and strategy for the initiative, approval to implement was given in November, and in 2020 the Whakamana Te Ao Māori pilot will be launched in Wellington.

### **He mihi**

Thank you to all the passionate members of Kiwa for their dedication, hard work and enthusiasm for ensuring that Māori and Pasifika culture at KPMG is celebrated and can flourish as a bright thread of the cultural fabric of our organisation. We look forward to more growth internally and externally in 2020. Huge mihi especially to Riria Te Kanawa as our Sector Lead, and Jess Wood-Waikari as our Kiwa Champion.

Ki te kähore he whakakitenga ka ngaro te iwi.

Without foresight or vision the people will be lost.

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# Ka pai

Many thanks to all these KPMG people who have helped us with #fuellingcommunityprosperity this year.

Aaron Jackson; Aarti Shingadia; Aatish Master; Abby April; Abhay Singh; Abigail Butchart; Adam Pye; Adele Wallace; Adelle Males; Adrian Hardy; Adrian Wimmers; Agnes Wu; Aimee George; Aimee Rolfe; Aimee Todd; Aimee Wevers-Borland; Ajay Marwaha; Ajesh Singh; Akshay Devji; Alastair Sheard; Alex Hazlett; Alex Jones; Alex Myers; Alex Rogers; Alex Withington; Alexander Donaldson; Alexandra Birch; Alexandra Bunge; Alexandre Hiramatsu; Alexia Rogers; Alexis Walsh; Ali Bunge; Alice Dunphy; Alicia Teh; Alyssa Bullo; Amy Marrow; Amy Tang; Ananya Shamihoke; Anastasia Danilova; Andrea Clark; Andrea Tisch; Andrew Drummond; Andrew Naughton; Andrew Siew; Andrew Somerfield; Andrew Tringham; Andrew Wade; Andrew Watene; Andy Nguyen; Angela Wynne; Angus Short; Angus Smith; Ankita Dey; Ann Tod; Anna Bullen; Annabel Nesdale; Annabelle Cohen; Anne Lee; Anneke Fletcher; Annette Barry; Annie McNaughtan; Annie Ren; Ansonet Saunders; Anthony Arts; Anthony Dantes; Anton Samoilenko; Ao Wang; Appu Geetha Byju; Arna Kemp; Arthur Rasmussen; Ashleigh Leggett; Ashleigh Louw; Ashley Still; Astrid Shouler; Axel Tie; Baxter McConnell; Bella Sinclair; Ben Hurley; Ben Mander; Ben Turnbull; Benjamin Johnson; Bevan Huang; Bhenjamin Goodsir; Brad Ward; Brad Whitehead; Brandon Hanekom; Brayden Print; Brent Manning; Bridget Karton; Brigitta Balogh; Britt Sellers; Brittany Phillips; Brittany Young; Caitlin Crymble; Caitlin Hurrell; Calvin Opperman; Cameron Brown; Cameron Massie; Cameron McGregor; Cameron van Tiel; Cameron Wright; Carl Seymour; Carla Jordaan; Carlos Talataina; Carol Allen; Casey Watt; Cathan Bowler; Catherine Cumpstone; Catherine Li; Cavaan Wild; Cecelia Enright; Cecile Knechciak; Celene Aitchison; Celia Austin; Charles Widdicombe; Charlotte Collins; Charlotte Millar; Charlotte Mushaya; Chiedza Mutseta; Chloe Christina Koh; Chrystel Neilson; Ciara Claudia Dyet; Claudia Easton; Claudia Courtney McCormick; Courtney Roux; Danica Holgado; Daniel Kemp; Danielle McCartain; Danielle Wilson; Ulliyett; David Clay; David Ossa; Polsakiewicz; Deirdre Robertson; Dena Vasan; Dimitri Petreski; Dinisha Sasietharan; Berry; Donna Dyck; Dory Fisher; Duncan Loudon; Eddie Burnett; Eddie Ochoa; Edward Salinitro; Elijah Forsyth; Elise Van Ameringen; Ella Paterson; Emma Baines; Emma Browne; Emma Emma Zuroski; Eric De Souza; Erica Lee; Erika Kuhn; Wickham; Esthea Blandy; Etienne Wain; Eva Perrone; Eva Fiona Liu; Fiona Woolley; Florence Phillips; Fortune Moyo; Gemma Tims; Geoff Young; Geordie Hooft; George Davies; George Tubby; Georgia Davies; Georgia McArthur; Georgina Gargley-Smith; Gillian Andrews; Gina Barlow; Gina McKinlay; Glen Biddick; Glenn Black; Glenn Keaney; Godfrey Boyce; Grace Bailey; Grace Nunn; Grace Upton; Greg Bishop; Greg Burton; Gwenan Riley; Hamish Low; Hamish Smith; Hannah Gleeson; Hannah Gray; Hannah Simcock; Hannah Thompson; Hannah Trotman; Hans Son; Harriette Moore; Harrison Potts; Harrison Toa; Harry Bates; Harry Betty; Harry Penrose; Harshil Mistry; Hasnain Cheena; Hassham Idris; Hattie Sutcliffe; Havana Mar; Hayden Rayen; Haylee Hunter; Hayley Annals; Hayley Flett; Hayley Laban; Hayley Lougher; Hayley Sillett; Helen Kerslake; Helen Mason; Helen Potts; Helen Zhong; Hena Malhotra; Henry Scott; Holly Emery; Holly Murray; Holly Searle; Hugh Baird; Hugo Crosse; Hugo Norton; Iain Thomas; Ian Burt; Ian Kowalski; Ian Proudfoot; Ikmal Saifuddin; Ilana Kramer; Isaac Garner; Isabella Allen; Isabella MacDiarmid; Isabella Vuleta; Isabelle Paul; Izabella Smolnicki; Jack Mexted; Jack Robinson; Jack Wynne; Jack Wynne Ella Brownlie; Jacob Priddey; Jade Martin; James McDonald; James McGeorge; James McLaren; James McPeake; Jamie Hatch; Jamie Munro; Janette Walker; Janne Martinovich; Jarrad Sloper; Jasmine Moor; Jason Bell; Jason Cheng; Jaspreet Bassan; Javier Garcia Royo; Jawad Bhatti; Jayden Richards; Jean Kim; Jeanne van der Merwe; Jefy James; Jess Wood-Waikari; Jessica Steiner; Jessica Cooper; Jimmy Bos; Jo Lumsden; Joan Sim; Joanna Gao; Jo-Anne Falconer; Joanne Wood; Jodie Sweetman; Joe Brensell; Joel Ligaliga; Joel Smart; John Adams; John Kensington; Jon Holmes; Jonathan White; Jonathan Whittle; Jono Carley; Jonty Thompson; Jordan Baas; Jordan Bowler; Jordan Gant; Jordan Messiter; Jordan Redpath; Jordan Stevenson; Jordy Henderson; Josef Meek; Josh Eun; Josh Kingsbury; Josh Seabourne; Josh Wilson; Joshua Ghezzi; Joshua Godkin; Joshua Seabourne; Joshua Simpson; Juan Pablo Vasquez; Julia Rolleston; Julianne McMillan; Julie Chambers; Jun Lim; Jun Yoo; Justine Todd; Kaash Khullar; Kalib Bouma; Kanwal Sandhu; Karl Arndt; Kata Brill; Kate Allen; Kate Macrae; Kate McHugh; Kate Stewart; Katerina Fletcher; Katerina Te Whakawa Hond; Katherine Millar; Katherine Powell; Kathryn Holland; Katie Biddle; Katie Carter; Kaushie Paldano; Kay Baldock; Kaylah





Poston; Kaylie Hunt; Kelly Finnemore; Kelly Flett; Kelly McLuckie; Kelly Southwood; Kelly Waters; Kelsi McLaughlin; Kelsie Wills; Ken Stephens; Kendall Wu; Kent Mackey; Kerry Butler; Kerry Gillon; Kerry Salter; Kevin Tham; Kevin Yeung; Kieran McBride; Kris Velonza; Krishna Pasumarthi; Kristal Pihama; Kristina Silverwood; Kristine Nicholas; Krystal McCullough; Kyle Finnerty; Kyung-il Min; Laith Saeed; Lajos Csordas; Laksh Chawla; Lana Bell; Lana Cato; Lara Gerber; Larisa Kamysheva; Laura Iddles; Laura McIver; Laura McKinnie; Laura Shillito; Laura Thompson; Lauren Hunn; Leah Rae; Lee Hall; Lena Lim; Liam Morris; Libby Oakly; Libby O'Toole; Lily Quin; Lily Tan; Lisa Hanne; Lisa Heywood; Lisa Huang; Lisa Knight; Lisa Van Arsdall; Liz Robinson; Lizzie New; Logan Inwood; Lola May; Loren Peart; Lorena Jenkins; Louis Chemis; Louis Loader; Louise Gilbert; Luana Steere; Lucy Crossen; Lucy Hamnett; Luke McLeod; Lukey Zhou; Lynn Billings; Lynnie Kritzinger; Maari Moke; Maddie Kinney; Maddie Starnes; Madeline Chan; Maia Lenihan; Maia Winiana; Maiko Slocombe; Makarini Andrews; Mandy Enright; Marale Du Plessis; Maree O'Neill; Margaret Topkins; Marie Perese; Mariya Yushkova; Mark Thomas; Markus Poppe; Martin Ooi; Mary Gardiner; Mat Hansen; Matt Clouting; Matthew Brak; Matthew Cryer; Matthew Matuschka; Matthew Moir; Matthew Mudford; Matthew Preece; Matthew Prichard; Matthew Ryland; Matthew Sia; Matthew Wilcox; Max Kingham; May Wong; Mayu Yagihashi; Meg Crowley; Meg Miller; Meg Whelan; Megan Ball; Megan Clearkin; Megan Diment; Melanie Tan; Melinda Ponnampalam-deWit; Melissa Le Prou; Michael Yu; Michaela Gasparini; Michaela Morrison; Micheal Trow; Michelle Choo; Michelle Kim; Michelle Littlejohn; Michelle Martin; Michelle Olbricht; Michelle Trias; Mike Bancroft; Mike Lowe; Min Cheol Lee; Miranda Fraser; Miro Harre; Mitchell Kilgour; Murray Dunn; Natalia Garstecka; Natalie Berkett; Natalie Large; Natalie Moffat; Natalie Mora; Natascha Levande; Natasha Bardsley; Natasha Wong; Nav Deo; Nerida Cross; Nicholas Barr; Nicholas Goldstein; Nick Botica; Nick Crosland; Nick Godfrey; Nick Hope; Nicola Hollis; Nicola Owbridge; Nicole Fox; Nicole McLennan; Nicole Qiu; Nik Irons; Nikita Govind; Nikky Pudney; Niral Ellis; Nishadh Haradasa; Nishita D'Silva; Nitika Sharma; Olga Korsukova; Olive Wallis; Olivia Hall; Olivia Richards; Olivia Woolford; Osama Bin Tariq; Pagan Cartney; Paige Buysman; Paige Hennessy; Patrick Aduna; Patrick Cullen; Patrick Pethica; Paul Cho; Paul Ketu'u; Paul Tukukino; Paula Chappell; Pauline Breuer; Peri Jeffries; Perry Farrell; Peter Scott; Phoebe Kilmister; Phoebe Pye; Pia Rodriguez; Piotr Kmin; Pippa Schaffler; Poh Lin Teo; Ponshanker Palanisamy; Pranav Narayan; Priscilla Mendes; Priya Govender; Priya Singh; Quinn Ooi; Raakel Ward; Rachael Turton; Rachel Hunt; Rachel Robertson; Radka Kotalova; Ragini Gupta; Rajat Sethi; Rajesh Megchiani; Rangi Ririnui; Raquel Martin; Ravi Patel; Rebecca Lake; Rebecca North; Rebecca Thompson; Rebecca Weldon; Rebekah Louis; Renee Nicholson; Revathy Maya; Rhea Coulter; Rhys Ford-Jones; Richard Lin; Richard Stevenson; Richard Taylor; Riki Guernier; Riria Te Kanawa; Robert Zaher; Ross Eddington; Ross Liston; Ross Molyneux; Ross Wells; Rowena Jackson; Roxanne Belfiore; Ruby Maclaren; Ruby May Snep; Rumanie Gupta; Rutger Maasdam; Ruwan Wickrama; Ryan Kemlo; Ryan McEwen; Ryan Stoddart; Sally Sung; Sam Allen; Sam Ratten; Samantha Copeland; Samantha Shanley; Samantha Teboul; Samuel Auld; Samuel Gouverneur; Sanjay Lukka; Sanjay Rabichand; Sarah Bate; Sarah Bedford; Sarah La Haye; Sarah Radford; Sarah Seeley; Sarah Vaz; Sarah Williams; Satrajit Basu; Sean Aitken; Sean Donaldson; Sebastian Woollard; Selina Su; Shakela Salim; Shannon Bennett; Shannon Hannah; Sharon Yu; Shasta Gandy; Shaun Watt; Shaye Nobilo; Shek Yeng Choo; Shelley Myburgh; Shelly Tang; Sheree Eyes; Sheree Pudney; Shivneel Dutt; Shruti Shekar; Sid Raman; Sidney Stoneham; Simon Hursthouse; Simon Johns; Sisilia Teu; Sonia Isaac; Sophia Joyce; Sophie O'Connell; Sophie Primrose; Sophie Smythe; Souella Cumming; Stacey Weaver; Stefan Gray; Steffi Seniedo; Stella Milani; Stephanie Walker; Stephen Bell; Stephen Hastings; Stephen Kerr-Phillips; Steven Jefferies; Sue Ahn; Sujin Ng; Sunny Liu; Sylvie Williams; Talor Duncan; Tamati Brooks; Tamsyn Hague; Tanushqa Kapadia; Tarunjot Singh; Taylah Hodson-Tomokino; Taylor Belsham; Taz Forgie; Te Puoho Katene; Thrina Balanon; Tiffany Chee; Tiffany Rowe; Tiffany Thacker; Tim Coomber; Timothy Kriel; Tina Fu; Tipene Kapa; Toby Edwards; Tom Crosbie; Tom Lewis; Tom Walsh; Tony Joyce; Tori Bode; Tracey Chand; Travis Manuirirangi; Trevor Knyvett; Trish Watson; Troy Newton; Tuhi Isaachsen; Upeksha Khatri; Vatsal Patel; Victoria Bone; Vivian Chiang; Vivienne Denby; Wei Pok; Will Stitt; William Callaghan; Wing Huang; Winnie Jim; Yaning Zhao; Yanzhen Pan; Yasir Masood; Yeliz Ruso; Yiming Peng; Yu Wei Xu; Zach Ryan; Zachary George-Neich; Zi Wang; Zoe Manning; Zoë Sabonadière; Zubreena Ali; Zwee Ho Goh

Special thanks to the members of National Communities Team who show passion and leadership across the KPMG New Zealand network

Andrea Clark; Benjamin Badger; Charmian Mead; Ed Loudon; Geordie Hooft; Glenn Black; Hayley Annals; Jess Wood-Waikari; Joel Smart; Julia Jones; Julianne McMillan; Lee Hall; Lucy Hamnett; Mark Thomas; Matthew Mudford; Rhea Coulter; Ross Eddington; Ryan Stoddart and Shaye Nobilo

He aha te mea nui? He tangata. He tangata. He tangata!

What is the most important thing? It is people. It is people. It is people!

This document was mostly written at my kitchen table during New Zealand's March – May 2020 lockdown and it really helped keep me hopeful and happy during uncertain times because of the abundance of kindness and generosity within its pages.

Stay kind, aroha nui - Justine Todd

# Contact us

Thank you for letting us share our stories with you. If you'd like to know more about KPMG's corporate citizenship initiatives, we invite you to get in touch with your local KPMG office or with one of our national citizenship leaders:



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