



Commitment to accessibility 2024

May 2024

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Our commitment to accessibility 2024

At KPMG, we are focused on fuelling the prosperity of New Zealand. By prosperity, we mean shared wealth and lasting wellbeing for all of us. This vision is more than a goal - it's a reason for being. In order to deliver on this vision, the firm must attract, develop, and retain the very best people, while creating a supportive workplace environment in which all can flourish.

We know that our ability to successfully maintain this environment requires that our people be as diverse as the clients we serve and the communities in which we live and work.

Our commitment to inclusion and diversity

Respect for the individual is one of KPMG's core values, which represent what we believe in and who we aspire to be.

Our National Inclusion Diversity & Equity SteerCo is responsible for providing focus on IDE initiatives in New Zealand. Formed in April 2016, the IDE SteerCo has a set of strategic objectives which explain how we as a firm are working to achieve our goal of becoming a diverse and talented organisation that is representative of New Zealand society.

With one in four New Zealanders being affected by physical, mental, or other impairments, an inclusive organisation (and society) must value people with disabilities, recognise their accessibility needs and provide a supportive environment.

Commitment to comply with relevant disability legislation

KPMG is committed to protecting our people from discrimination by complying with all relevant accessibility and disability legislation. We commit to ensuring that our organisation complies with the Human Rights Act 1993, the New Zealand Bill of Rights Act 1990 and the New Zealand Public Health and Disability Act 2000.

We also commit to removing barriers which could negatively impact people with disabilities, and consulting with our people and other stakeholders, who may be affected before decisions are made on matters of accessibility.

Commitment to improve accessibility and inclusion

In November 2020, KPMG launched its national Accessibility Network ("KAN") to help the firm foster a work environment that recognises the impact disabilities can have on an individual's life, both at work and in the wider community. KAN is part of the wider KPMG Inclusion, Diversity and Inclusion network and strategy.

KAN's purpose is to ensure that KPMG New Zealand provides equal career prospects, employment opportunities and quality of work-life to people living with disabilities.

In March 2021, KPMG joined the Accessibility Tick programme. Membership in this programme gives us the support we need to identify a wide range of accessibility issues and provides KPMG with a framework for continuous improvement. The Accessibility Tick Programme also holds us accountable to our accessibility goals, ensuring we consistently work to improve our business practices.

Through the Accessibility Tick Programme, KPMG New Zealand will continue to work to improve our accessibility practices in the following key areas:

- Organisation commitment
- Physical environments
- Recruitment and selection
- Employee support and workplace adjustments
- Communication and marketing
- Products and services
- Information Communication Technology
- Career development
- Suppliers and partners

Our first accessibility commitments statement was published in November 2021, in this updated commitment statement, we are continuing to progress our accessibility journey, and are committed to working alongside the Accessibility Tick organisation to improve our accessibility and inclusivity.



Matthew Prichard
Executive Chair

In particular we commit to:

- not regress in areas related to disability inclusion
- continuous improvement in disability inclusion and accessibility through an annual Accessibility Action Plan
- endeavour to meet best practice standards for disability, neurodiversity inclusion and accessibility
- consult employees and other relevant stakeholders on matters that may impact them, and their accessibility needs, before decisions are made on these matters
- endeavour to ensure accessibility in future premises and during refurbishments, ensuring landlords or property managers are aware of our commitment to accessibility
- making reasonable accommodations which enable us to recruit, retain and support disabled people within the organisation
- upskilling employees on disability etiquette and accessibility

KPMG's aim is to continue to build and improve our workplace culture where everyone is met with support and a sense of belonging.

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