



Citizenship

Annual report 2015



KPMG.com/in

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Citizenship at KPMG in India

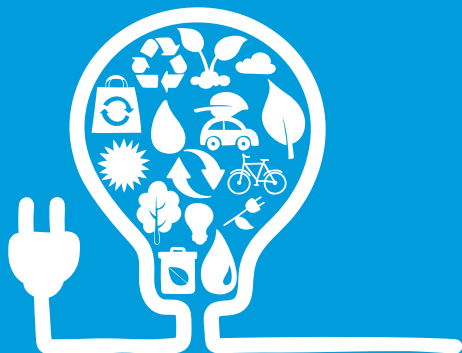
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Foreword

The KPMG in India Citizenship programme is based on the approach that business can play a significant role in solving the world's complex problems. We choose to do this by inspiring confidence and empowering change in our communities. At the centre of all our programmes, is our belief that our 'purpose' is what sets us apart, individually and collectively. Our commitment to our Citizenship programme is a reflection of our journey to

achieve this purpose and take it a few notches higher.

In 2015, we invested in a number of programmes to empower students. We are convinced that education is key to progress, and our Lifelong learning programmes in schools and colleges endorsed this belief. Through these programmes we seek to build the foundation of the future generations and leaders of our country.

By working with NGOs across the country through our Inclusive development programmes, we invested in initiatives that help them strengthen their programmes and their impact, individually and collectively.

We supported disaster relief and rehabilitation programmes in four cities. A large part of these projects was funded by the generous contributions of our partners and other staff.

Richard Rekhy

Chief Executive Officer
KPMG in India



Climate change is a reality that cannot be ignored. We continued to invest in environment projects in our communities to help NGOs and schools become more energy efficient. We also encouraged responsible energy consumption at our offices.

We are proud to acknowledge that our people showed their commitment to the environment by supporting the

planting of over 10,000 saplings in 2015.

It is a matter of great pride that our people have helped us increase the impact of our programmes by investing over 50,000 hours of their time.

The year gone by has been truly encouraging, and we are happy to share with you the report for 2015. It is a reflection of our commitment to the KPMG in India Citizenship programme.

We hope the report provides a crisp and comprehensive view of the programmes we have run, and you enjoy reading it as much as we enjoyed being part of the programmes.



Rupendra Singh
Chairman
KPMG Foundation in India

Our focus areas



Volunteers painting a day care centre at an NGO in Mumbai

Our approach to Citizenship is founded on the belief that business has a distinct and vital role to play in helping solve the world's most complex problems. We believe KPMG can inspire confidence through our actions and investments, working to help lift people beyond poverty and ensuring economic growth is balanced with the need to sustain our environment.

In September 2015, the Member States of the United Nations adopted 17 new Sustainable Development Goals (SDGs), more commonly known as the Global Goals for Sustainable Development. The Global Goals are universal, applying to all nations and people, seeking to tackle inequality.

Sustainable Development Goals



Our Citizenship programmes focus on

- 1. Advancing sustainability:** We are committed to reducing our impact on the environment, addressing local environmental challenges, and working towards advancing environmental sustainability.
- 2. Lifelong learning:** We understand and value the benefits of a foundation of education and lifelong learning.
- 3. Inclusive development:** This seeks to ensure that all people benefit from economic and social development.
- 4. Business and human rights:** We aspire to serve as a role model in driving the right influences and help empower communities around the world, as they seek to bring meaningful changes to their local societies. We have continued to develop our services, allowing us to work on a broad range of issues related to human rights.

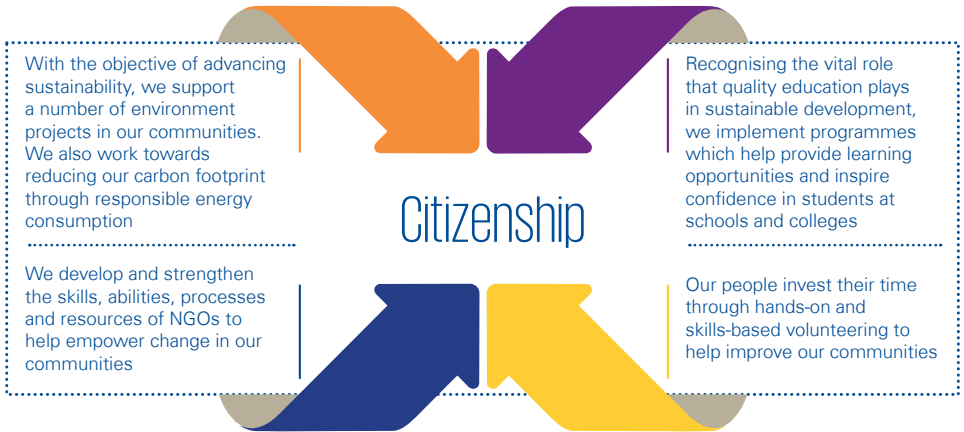


Citizenship at KPMG in India



Our Citizenship programme works towards sustainable development in communities. We aim to bring about a change by working closely with NGOs, schools and colleges that

align with our focus areas and work towards Advancing sustainability, Lifelong learning and Inclusive development.



Inauguration of a home reconstructed as part of a disaster relief project in Jammu & Kashmir

Higher Purpose stories

Helping save about 6 million litres of water, annually

In collaboration with an NGO which works to alleviate environmental issues, we supported a drip irrigation project. This helped increase the efficiency of water management in the Biodiversity park in Gurgaon.

Prior to this project, water for the plants was carried in watering cans, in a tanker, leading to wastage of resources. Since the park is situated at the foot of the Aravalli Mountains, the terrain is rocky and devoid of much soil which also posed a challenge.

By helping water reach approximately 30,000 plants through a 'drip line' network, it is estimated we shall help save about 6 million litres annually.

We are committed to the environment.

KPMG
WE ARE HERE FOR A
PURPOSE



We believe in inclusive growth

Recognising the gap in access to quality education for differently-abled students, we set up a resource centre at a liberal arts college for women in Delhi.

The centre provides visually impaired students access to technology, through which they can benefit from material which is available for everyone.

Our support includes investing in infrastructure to make the centre accessible to students with disabilities, setting up a recording room, as well as procuring IT equipment such as desktops, book scanners that convert text to audio, handheld magnifiers, a Braille embosser and large print keyboards.

Our people also invest their personal time to record various papers and other academic material for the students.

Committing ourselves to inclusive growth. That is our story.

KPMG
WE ARE HERE FOR A
PURPOSE



Aspiring for the stars

Born to a family of quarry workers, **Vivelia, a Shishu Mandir** student dreams of becoming a scientist. Ever curious and hard-working, she hopes that one day, she will reach for the stars.

KPMG supports Vivelia's dream through the Aspire programme. Under this we sponsor English, IT training and science workshops for Vivelia. Our Learning & Development team is helping her build confidence, and she is being mentored by our senior staff.

By providing these avenues, we are equipping Vivelia to work towards her Higher Purpose. By **inspiring confidence** in her and many more like her, we are empowering communities to strive for a change.

KPMG
WE ARE HERE FOR A
PURPOSE



Building lives after a natural disaster

When the wrath of nature destroyed hundreds of lives in Uttarakhand, KPMG India collaborated with the CII foundation to reconstruct a primary school in Sinjal village which was affected by the disaster. This was possible with the help of generous contributions made by partners of KPMG in India.

Today, this school is the only primary school in the vicinity that is accessible to children within a radius of three kilometres, and acts as a resource for 95 families in the village.

Until life goes back to normal for these children, the school will bring a sense of normalcy and play a role in grooming these children to be the future of India.

KPMG
WE ARE HERE FOR A
PURPOSE



Schools and NGOs we work with:





Advancing sustainability



Volunteers at a tree planting drive

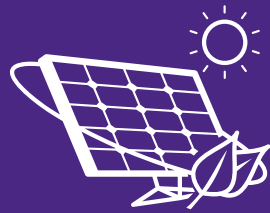
Our initiatives include:

Conservation of
indigenous flora



Tree
planting

Drip
irrigation



Solar
projects

Rainwater harvesting
projects



Energy saving
solutions in our
offices



Case study: Increasing urban green cover

We held tree planting drives and other environment themed activities to encourage our staff to volunteer towards increasing the green cover in cities



Regular volunteering activities were held, such as leaf composting and transplanting saplings in a nursery we support



In 2015, more than 40 tree planting drives were held across nine cities to support the planting of over 10,000 saplings

We encouraged students from schools and colleges to participate in these tree planting drives

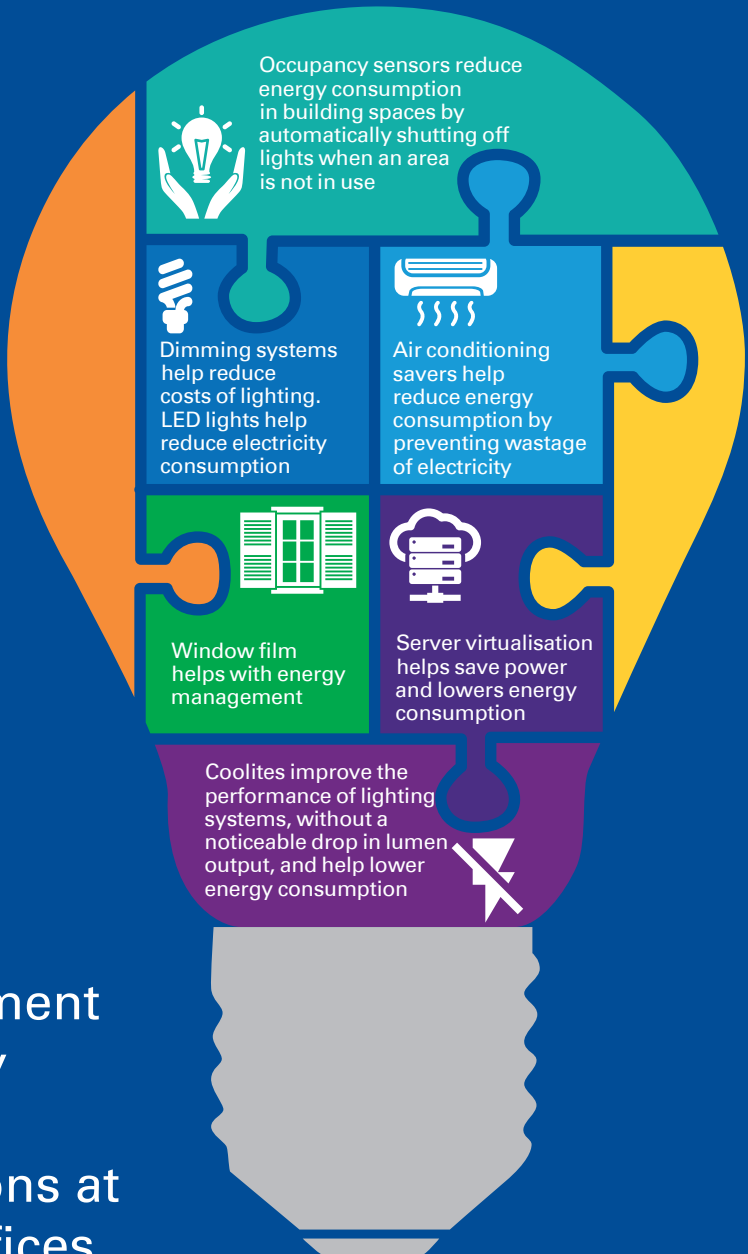


Advancing sustainability is a key part of our Citizenship strategy, and we support a number of initiatives at our offices and in our communities.

Member firms, including KPMG in India, have subscribed to the Global Green Initiative (GGI) which was launched to address the challenges we face due to climate change at both a local and global level. In 2015, we worked towards a 10 per cent reduction in net emissions per Full-Time Equivalent (FTE) employee from a 2010 baseline.

Our staff support our goal to be environmentally sustainable by participating in regular activities to help increase the green cover in the cities in which we operate.

10,000+
saplings planted in 2015



We
implement
energy
saving
solutions at
our offices

Cycle for Water

KPMG International is supporting two Frenchmen, Theo Rohfritsch and Simon Valdenaire, as they 'Cycle for Water' across 25,000 kms from France to New Zealand, with the message of clean water for sustainable development. Over the 12 months of their journey, Theo and Simon aim to cycle across 21 countries, raising awareness on the importance of clean water.

During their stop in Gurgaon, Theo and Simon participated in a short 'Run for Water' at the Biodiversity Park, followed by a discussion on clean water. They narrated their experiences in the countries they had already covered, and spoke about the water scarcity crisis that affects each of us today.

Water conservation

To tackle the issue of water scarcity, we have supported over 25 water conservation projects in the past. These include:



Rainwater harvesting projects in NGOs, residential areas and educational institutions which help in recharging ground water levels



A drip irrigation project that helps save an estimated six million litres of water annually, and helps irrigate 30,000 plants at the Biodiversity Park in Gurgaon



Through a nursery at the park, we have helped in the preservation of 150 indigenous flora which assist in reducing the amount of water required to irrigate the park

“ KPMG has supported a number of solar projects at our school. These projects help in reducing our energy consumption, making students aware of the need for environmental sustainability, and also help in keeping our campus well lit and safe at night. ”

Capt. Indraani Singh

Founder and Managing Trustee, Literacy India
Delhi NCR



Lifelong learning

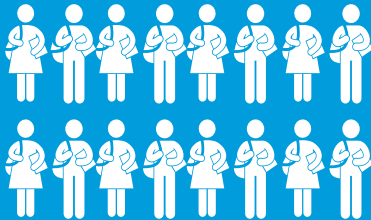


Our initiatives include:

Aspire
programme



Enactus



Focused support
at schools

Scholarships for college
students



Libraries, English
language centres
and KPMG's Family for
Literacy programme



A resource centre
for visually impaired
students



Case study: Enhancing language skills at schools

Recognising that a fluent command of the English language can help build interpersonal skills and confidence, we have invested in a number of relevant programmes

Setting up of English language centres at two schools that focus on pronunciation, grammar and conversational English



Placing Teaching Assistants through the British Council in the schools we work with. Teaching Assistants work with the class and use innovative methods such as music and theatre to encourage children and staff to communicate in English and promote language skills

Collaborating with Teach for India to place Fellows in schools we work with. These Fellows focus on skills growth for each student in reading comprehension, mathematics, grammar and writing



Investing in teacher training workshops



By providing students with key inputs and facilities during their school years, we are developing leaders who will be equipped to contribute to the advancement of our communities.

Language skills at schools

Through KPMG's Family for Literacy Programme (KFFL), we help build confidence in students. Started in 2008 by KPMG in the U.S., this programme was launched in India in 2011. Adapting KFFL to our local needs, at KPMG in India, our staff and their families read to students on a regular basis to promote spoken English and life skills. Proficiency in reading is a crucial part of the KFFL programme.

In 2015, we supplemented our programme by helping

set up well-stocked libraries in schools.

Through collaborations with organisations that focus on promoting the joy of reading, we put together lesson plans which help make storytelling sessions more impactful.

In October 2015, we participated in 'Read across the Globe', an initiative that intends to harness the power of volunteering to impact literacy within communities.

We celebrated our first 'Library month' to encourage our people to share their love for reading with students at schools. Over 500 volunteers across four cities participated in activities such as storytelling, cataloguing books at libraries, and making bookmarks for students.

Setting up of libraries

“ The library sponsored by KPMG in India at our school is helping students to cultivate reading as part of their daily routine. It is remarkable to see how many students are developing reading as a hobby. The workshops organised for our teachers and librarian have empowered them to help students utilise the library to its full potential. ”

Rajeev K

Principal, Gurukulam
Chennai



We donated new books and sponsored furniture, including tables, shelves and chairs



Our volunteers helped develop an inventory, labelling and cataloguing books, painting the library walls and shelves



We organised workshops to train librarians and teachers



We work with organisations who equip school libraries to support and enhance the school's educational vision



Aspire programme

Globally, KPMG member firms endorse the Women's Empowerment principles, particular to business, offering guidance on empowering women in the workplace, marketplace and community. Our Aspire programme helps build

the skills and abilities of disadvantaged girl students through quality education and other pertinent inputs with the objective of enhancing their employability.



have been invested in 2015 in training programmes, including spoken English, IT skills, sports, self-defence, theatre, and art



Our Learning and Development team conducts training through the year, including career counselling, grooming, time management, and etiquette



We organise excursions such as visits to heritage sites, museums and extra-curricular activities to help in their all-round development

4 Senior staff at KPMG mentor and work closely with students to instil values and provide strategic direction

5 Currently initiated in three schools (Shishu Mandir, Bengaluru; The Vidya School, Delhi NCR and Kamla High School, Mumbai)

6 A few of the Aspire students from Delhi had the opportunity to interact with Lord Michael Hastings at the Global Citizenship Conference in February 2015

A profile of an Aspire student

Name: **Manisha Joshi**
Aspire student since: **2014**
Aspiration: **a career in hotel management**
Training hours: **331 hours since 2014**

// She is a confident but quiet girl. She is very popular among the children and has been elected as the head girl of the school. Her conversation skills have improved exponentially over the last year and she is now comfortable to speak in front of large audiences. //

V. Suprabha

Principal, The Vidya School
Delhi NCR

// Manisha has shown great improvement over the last year. She has become more comfortable articulating her opinions in English. Her confidence has improved and this is visible in how she interacts with both students and teachers at the school. //

Deepika Bharadwaj

English teacher, The Vidya School
Delhi NCR

KPMG in India is helping a student achieve her dream of pursuing hotel management by:



Supporting IT and spoken English courses to supplement her coursework



Additional training programmes like presentation skills, general grooming, dining etiquette by KPMG's Learning and Development team



Helping build a strong base of values through mentoring, counselling and sessions on ethical dilemmas



Career counselling sessions

Interests:



Enjoys reading



Enjoys music and dance





Lifelong learning at colleges

Across the country, we associate with colleges to continue building the foundation for lifelong learning amongst students. Our programmes at colleges include:

Scholarships

We provide economic assistance for disadvantaged students towards tuition fees and living costs. These students also receive training in personality development, and build skill sets which help lay the foundation for their careers.

Resource centre for visually impaired students

We support a resource centre for visually impaired students at a leading liberal arts college in Delhi. Our support includes covering the cost of operational expenses, assistive technology, as well as medical check-ups and treatment for students, where possible.

Enactus

Enactus is a community of students, academics and business leaders that uses

the power of entrepreneurial action to make a sustainable difference in communities. We support them financially as Platinum sponsors and through the KPMG Business Ethics Grant. We have been supporting Enactus India since 2007, and have conducted over 40 mentoring sessions in 2015.

We help nurture and inculcate a feeling of responsible business amongst the leaders of tomorrow. Partners and senior staff act as mentors for Enactus college teams.

Richard Rekhy (CEO, KPMG in India) is the Chairman of the Enactus India National Advisory Board and also serves on the Enactus Worldwide Board of Directors. Shalini Pillay (Head of People, Performance and Culture, KPMG in India) is a member of the Enactus India

Program Committee. We currently have 25 partners and directors who serve as mentors for Enactus colleges, primarily in Bengaluru and Delhi NCR.

KPMG has been a global supporter of Enactus (formerly known as Students in Free Enterprise) for over two decades. Every year, over 3,500 students, business and academic leaders from around the world meet to showcase entrepreneurial action and share innovative solutions that transform lives and create a better future. Enactus teams also showcase the collective impact of their community outreach efforts at annual national competitions.

Sixty colleges participated in the Enactus National competition in India, and over 130 partners and staff participated as judges,

“ The KPMG scholarship helped me to pursue my education at one of the best educational institutions in the country. The support I received was one of the main reasons I have been placed in a leading multinational company in Bengaluru today. ”

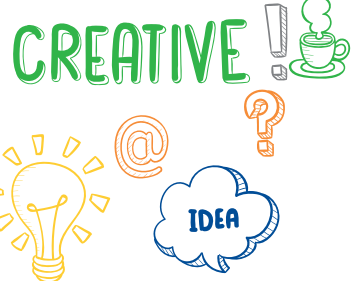
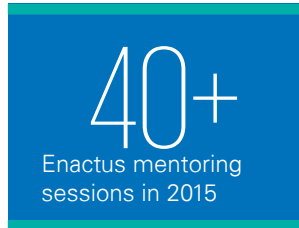
A recipient of KPMG in India's scholarship,
St. Joseph's College of Commerce
Bengaluru



coordinators and scorers. Our Human Resources (HR) department organised a career fair at the venue where students were given the opportunity to register for training sessions.

During the competition, Richard Rekhy announced that we would continue to support the KPMG Business Ethics Grant in 2015. Indian Institute of Technology

Delhi won the National Competition, and went on to represent India at the Enactus World Cup.



Richard Rekhy at the Enactus India National Competition 2015

Inclusive development



Volunteers conducting a reading session

Our initiatives include:

Focused support at NGOs



Nutrition
programmes

Operational
costs



Infrastructure
support

Environment
projects



Disaster
rehabilitation



Disaster
relief



Case study: Mumbai Mobile Creches

Mumbai Mobile Creches is an NGO which runs day care centres at construction sites to create an environment where children are provided food, shelter, healthcare and informal education. Since 2011, we have worked with them to help build a strong foundation



Pro bono projects which have included an HR diagnostic review and organisational design

A teacher training programme, supporting **operational expenses** of a centre and supporting **IT equipment** where required



The Care on Wheels project: We sponsored a bus that serves as a day care centre for children at 30 small construction sites

Educational material for 28 centres

Volunteering activities, including educational trips, art and craft, painting their centres and raising funds through marathons



A supplementary nutrition programme at 28 centres



Through our support to NGOs we assist in strengthening their operations, improving facilities and streamlining processes. We also collaborate with NGOs to provide support during natural disasters.

Global Development Initiative (GDI) aims to channel our collective knowledge towards finding sustainable solutions to problems faced by our communities. KPMG member firms provide financial aid, along with volunteering and pro bono support to tackle a range of issues within our communities. As part of the GDI, KPMG member firms, including KPMG in India have, supported the Millennium Villages Project (MVP) which is an initiative

to help improve the quality of life for the people in Kiuyu Mbuyuni, a village in Pemba, off the coast of Tanzania. Some of the significant achievements of the MVP include:

- Child and infant mortality in Kiuyu Mbuyuni reduced to zero in 2015
- A new maternity ward was built
- Access to clean water was provided to over 90 per cent of the village

- Over 3,00,000 trees and mangroves were planted to help in reforestation.

4,900+

children impacted through our nutrition programmes at NGOs and schools

Disaster relief



Location	Immediate Relief	Rehabilitation projects
Chennai The floods in Tamil Nadu in November 2015 left behind massive destruction and loss of lives.	We sponsored immediate relief material, including food rations, medicines, cleaning agents, tarpaulin sheets, water filters, utensils, bio-mass stoves to people affected in Kovalam and Cuddalore.	Repair of homes in Adigathur and Vellavedu (in progress).
Nepal In April 2015, a devastating earthquake shook Nepal and its surrounding areas.	Staff and partner contributions were channelled to aid in the construction of temporary shelters for families affected by the disaster.	
Jammu & Kashmir Floods and landslides in 2014 led to extensive loss of life, infrastructure and livelihoods in the region.	Contributions by partners and staff were utilised to provide warm clothing, medicines, food, solar lanterns and tents to people in two villages of Udhampur district in Jammu & Kashmir.	We sponsored the construction of permanent housing for 13 affected families in Nainsoo village, Jammu & Kashmir. These were handed over to the families in 2015.
Uttarakhand Devastating cloudbursts and floods in 2013 led to extensive loss of life, infrastructure and livelihoods in the region.	Contributions by partners and staff were utilised to carry out relief work in areas near Uttarkashi. Supplies such as blankets, tents, medicines, and food grain were distributed.	We sponsored the reconstruction of a primary school in Sinjal village which was inaugurated in September 2015. In a school in Thatyur village, funds were provided for furniture, books, clothing, access to safe and clean water, repair of toilets and other amenities. We also set up a library for students.

People engagement



A volunteer at a Make a Difference day

Our people's belief in the value of improving communities is evident in the contributions they make to our programmes. Whether it be through the commitment of their time, knowledge sharing or skills utilisation, our people are the reason behind the expansion of our programmes over the last 10 years.

In 2015:



280+

**volunteering
activities**



50,000+

**volunteering
hours**



40+

**tree planting
drives**



1,500+

**hours spent
supporting pro bono
projects**



300+

**hours spent
mentoring students**





Our values

We lead by
example

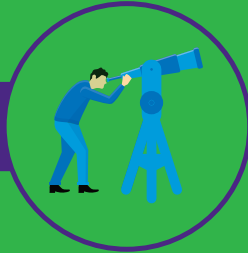


We work
together



We respect the
individual





We seek the facts
and provide insight



We are open and
honest in our
communication



**We are committed
to our communities**



Above all, we act
with integrity

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