



CORPORATE SOCIAL RESPONSIBILITY

ANNUAL REPORT
2014 / 2015

KPMG IN BERMUDA
kpmg.bm



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KPMG Team at Dellwood Middle School
Make a Difference Day 2015



**KPMG in Bermuda's
philosophy on giving is
aligned with our core values.**

**We exist to inspire confidence
and empower change by
supporting the communities
in which we work and live.
This is not just a concept...**

*...it goes to the heart of
what it means to be part
of KPMG.*

A Message from the Chairman

Our aspiration at KPMG is to be the Clear Choice among professional services firm in Bermuda – for our people, clients and communities. Our approach to Corporate Citizenship is founded on the belief that business has a distinct and vital role to play in helping solve important social and environmental issues.

In today's complex world, this is more important than ever before. That businesses should act responsibly is a given. We believe Corporate Citizenship is about pushing ourselves beyond mere compliance to questioning how we can best apply our knowledge and skills today to create a better world for tomorrow.

As a leading professional services firm we can individually and collectively harness the power of the KPMG network to create lasting change. This is why we are committed to proactively doing more; moving beyond good governance, ethical behaviour and philanthropy to work with our clients, government, communities and not-for-profit organisations. By involving and applying our greatest asset – our people – we gain insight and perspective, resulting in personal and professional growth and most importantly, advocacy for social change.

From our Managing Directors to our new graduate trainees, our people connect with their clients, community and each other through our shared commitment.

I hope you enjoy this edition of our corporate citizenship report.



Neil Patterson
Chairman, KPMG in Bermuda





2015 KPMG Round the Grounds Race
March 2015

Corporate Citizenship at KPMG in Bermuda:

Global Mindset, Local Impact

KPMG in Bermuda's Corporate Social Responsibility (CSR) strategy aligns global and local priorities, whilst making a positive impact on the community, providing opportunities for our people and defining a clear marketplace position.

It brings our values to life, defining who we are and what we stand for, fulfilling our aspiration to be the best professional services firm with which to work.

KPMG's giving policy is currently restricted to Bermuda registered charities and their on island activities. The firm does not fund individuals, religious organisations, overseas trips or events. The firm supports certain community outreach projects led by religious-based organisations, such as The Salvation Army.

KPMG in Bermuda is the community in which we work and live. We act as responsible corporate citizens, committing time, resources and financial support to business and industry groups, local community organisations and charities. Our charitable activities have a particular focus on health, education and youth development. We represent our values through action.

Business and industry groups we support include: (Chartered Professional Accountants) CPA Bermuda; The Bermuda Economic Development Corporation (BEDC); Association of Bermuda International Companies (ABIC); Association of Bermuda Insurers & Reinsurers (ABIR); Insurance Advisory Committee (IAC); Bermuda Business Development Agency (BDA); The Bermuda Chamber of Commerce; and Bermuda Employers' Council (BEC).

We also remain major sponsors to a number of local community events including the KPMG Front Street Mile (and associated trials), the annual KPMG Round the Grounds Race and youth art programmes through Masterworks Museum of Bermuda Art.

Similarly, KPMG in Bermuda supports many other community events including: BLTA Junior Tennis Tournament; youth teams of the North American Caribbean Rugby Association (NACRA), the Bermuda Cricket Board (BCB) and the Bermuda Tattoo, amongst many others.

Financial support has been given to dozens of local charities and organisations including: Adult Education School, The Duke of Edinburgh's Award Bermuda, Friends of Hospice, North Village Community Club, Raleigh International Bermuda, Teen Services and the Bermuda Shakespeare Schools Festival.



We are applying our skills, expertise, passion and resources to enable change and find sustainable solutions to local and global issues such as climate change, food and water scarcity, poverty, security, development and economic growth. By sharing our strengths and abilities to support local community initiatives, by supporting the Millennium Development Goals (MDGs) on a global basis, and by working strategically with governments, non-government organisations, civil society and the private sector, we can make a lasting impact."

Lord Dr Michael Hastings of Scarisbrick CBE

Global Head of Citizenship
KPMG International

A Message from the Corporate Social Responsibility Committee

Our Corporate Citizenship investment is as important part of our business strategy. We believe it is the right thing to do for our people, our community and the world at large.

Corporate Social Responsibility (CSR) is about human investment and people working together to create better lives for the communities and environments in which to live and work.

For our people, it provides greater meaning, a sense of achievement, personal growth, professional development and joy.

For our community partners, it is about us investing our time and skills, insight and contacts to help them realise the potential they see in themselves.

This document helps us reflect on what corporate social responsibility means to our people at KPMG. It is also about celebrating our achievements and being accountable for our commitments.

KPMG in Bermuda has a dedicated committee overseeing our corporate social responsibility initiatives.

In addition to our annual financial commitments to registered charities, we place particular emphasis on partnering with health, education, youth development and environmental programmes.

Corporate Social Responsibility at KPMG in Bermuda is driven by:

- our impact on the community;
- the engagement of our people;
- our reputation in the marketplace; and
- our values.

Above all, corporate social responsibility is about doing the right thing, but always with purpose and a real commitment to change things for the better. It is about solving problems that really matter.



Stephen Caton
COO & Chairman of the CSR
Committee, KPMG in Bermuda



At KPMG in Bermuda, we honour core values that shape the culture across our firm, including a strong commitment to our communities. These deeply-held values are the foundation of how we conduct business. We believe strongly that responsible business practices contribute to broad-based development and sustainable markets.”

Stephen Caton
COO & Chairman of the CSR
Committee, KPMG in Bermuda

Our Commitment to Positive Change

KPMG in Bermuda is focused on creating a strong, long-term partnership with our local island community, in order to help to create sustainable and valuable change within our society.



Working Together to Make a Difference
Make a Difference Day 2015

Committed to Bermuda

The key strategic priorities for Corporate Social Responsibility in Bermuda are our commitments to:

Health

Through financial support to the Bermuda Hospitals Charitable Trust and other health charities, plus the firm's sponsored wellness programme.

Education

Through our Graduate Programme, our annual \$20,000 Scholarship Programme, student internship programmes and our administrative and financial support of the annual KPMG Investment Challenge.

Youth Development

Through our support of youth activities, sports, art programmes, adoptive support of Dellwood Middle School and through our annual support of various school social programmes.

The Environment

Through our local and global Green initiatives which include: reducing our environmental impacts; supporting research and its outcomes through volunteer work and our environmental partnerships; and initiatives that engage our people, clients and suppliers.

Other

Beyond these, the firm also supports a number of grassroots charities serving the broader community in the areas of health care, elder care, the environment and the arts and humanities.

We also align ourselves with activities which benefit the community by way of corporate sponsorship such as: the KPMG Front Street Mile; the annual KPMG Round the Grounds Race and a number of other junior sports events.

We continue to have representation on the Centre of Philanthropy's Donor Forum Committee, which oversees and drives the collective best practice activities of the corporate donor community in Bermuda.

In addition to our direct financial support of registered charities, the firm donates hundreds of thousands of dollars in professional services each year. KPMG in Bermuda participates annually in KPMG's global "Make a Difference Day" (MaDD). Each year we close our office for up to an entire day so that staff and Managing Directors alike can participate as a team in a specially selected community project.

Previous MaDD beneficiary organisations include:

- Dellwood Middle School;
- Outward Bound Bermuda;
- Hospitals Auxiliary of Bermuda;
- The Bermuda National Trust;
- Matilda Smith Williams Seniors Residence;
- National Museum of Bermuda;
- Hands of Love;
- Westmeath Residential and Nursing Care Home;
- St. George's Preparatory School; and
- Bermuda Riding for the Disabled.

Committed to our Communities

The volunteer spirit of KPMG in Bermuda includes members of our senior leadership team who currently serve on the boards of a wide range of charities including: the Bermuda Red Cross, CURB and the Bermuda Zoological Society.

Our 2015 Make a Difference Day involved over 130 employees. The recipient organisation was overwhelmed by the difference that was made.

Year-on-year, more than 50 charities receive our support, principally in the areas of Youth, Education and Health & Human Services.

When the Toys for Tots campaign asked KPMG to consider making a donation to their 2014 initiative, our staff took up the call organising a firm-wide toy drive. This staff-led initiative enjoyed a magnificent response, resulting in over 200 toys being donated to the campaign by KPMG staff.

We have recently become sponsors of TEDx Bermuda and The Bermuda International Film Festival (BIFF), for 2014 and 2015.



We will build and sustain our reputation as the best firm to work with in Bermuda and beyond by ensuring that our people, our clients, and our communities reach their full potential."

Our Vision

KPMG in Bermuda



Khalid Davis, Yisi Lu and Charles Thresh Welcoming 2014 TEDx Attendees
2014 TEDx Bermuda

Committed to our People



Investors in People Gold Award

Since 2009 KPMG has been accredited with the Investors in People (IIP) Standard and in 2015 proudly achieved Gold level status.

From 1991 IIP has set the standard for better people management. This internationally recognised accreditation is held by 14,000 organisations across the world. The Standard defines what it takes to lead, support and manage people well for sustainable results. The IIP Standard is underpinned by a rigorous assessment methodology and a framework which reflects the very latest workplace trends, essential skills and effective structures required to outperform in any industry. Successful accreditation against the IIP Standard is the sign of a great employer, an outperforming place to work and a clear commitment to sustainability.

"The excellent people management and development practices in place within KPMG in Bermuda, the high level of commitment from the senior team towards these, and their role in applying such practices consistently to sustain and grow the business, is commendable. The Assessor was very impressed during this visit by the high level of effort that goes into ensuring that staff are given every relevant opportunity to grow and develop, not only within the Bermuda operation but also within the global network. KPMG in Bermuda clearly places people at the heart of its business and 'delivers the KPMG difference: high performing people cutting through complexity'.

It is the Assessor's view that the company works to exacting international standards, both from a KPMG global perspective and also in terms of external regulation, whilst still remaining a strong local employer serving its community in Bermuda well.

In recognition of this effort and the standard of activities achieved, it is the Assessor's view that the current Gold Standard should be awarded to KPMG in Bermuda."

- **Angela Mulvie, Assessor of IIP International**

KPMG Mini Health Fair

On Friday, March 20, 2015 KPMG in Bermuda's Wellness Committee hosted an annual Mini Health Fair. The event aims to increase staff awareness of health matters and general wellbeing, while also offering advice and assistance to achieve healthier lifestyles. A variety of organisations took part in the event including: APEX Physio, Cancer & Health Centre; SANKOFA Wellness Center, Diabetes Association; BodyFit Nutritional, Horizontal Health, Asthma/Open Airways, and Salveo Therapeutics Massage.

Annual Staff Golf Day

This annual golfing event allows participation from all members of staff. Participants are paired up randomly into teams, which allows socialising across all departments. The event, held outside of office hours, aims to improve teamwork, build staff relations and is generally a great day of fun!



KPMG Staff Events

From the top down: Relay for Life Bermuda 2015, KPMG Mini Health Fair 2015, and KPMG Annual Staff Golf Day 2015

Make a Difference Day (MaDD) 2015

Each year our employees from KPMG in Bermuda spend one day out of the office volunteering to make a positive difference in the local community. On Friday, June 5, 2015, KPMG in Bermuda held their annual Make a Difference Day (MaDD) - supporting Dellwood Middle School. Over 120 KPMG staff and leadership worked alongside Dellwood students to help revitalise the school's buildings and grounds, and to assist with planning and executing a variety of administrative tasks.



Our employees gain first-hand experience of the importance of contributing to our local communities and are encouraged to continue relationships with the charitable and service organisations we support.

With a hundred-plus volunteers in a single day, together we make a significant impact in a short period.

“

It is amazing not only the amount of work completed today, but the quality of work is outstanding. Although MaDD is an annual event for us, we at KPMG are happy to take our community initiatives one step further this year. Working alongside the students not only during MaDD, but with the students throughout the year will allow KPMG staff members to really feel a sense of pride and a real impact within the community.”

Neil Patterson
Chairman



Neil Patterson and Robin Bond, Revitalising School Facilities
Make a Difference Day 2015

KPMG's Support of Dellwood Middle School



The Dellwood Family is beyond elated to be the recipient of MaDD at KPMG. We identified several areas around the campus which were in need of repair and KPMG stepped in to ensure that the Students and Staff at Dellwood have a campus that they can be proud of. I am so pleased that the students had an opportunity to see a major company from "downtown", as they say, give back to the community. One of the areas that we promote at Dellwood is community service which requires all students to serve a set number of volunteer hours on an annual basis. KPMG has just reinforced for the students what we are trying to instill in them.

A Big Thank You to KPMG."

Tina Paynter-Duke
Principal of Dellwood Middle School

Over the course of a regular working day, KPMG volunteers invigorated the school's appearance, by clearing out the front entrance, planting gardens, painting the gates and prepping a school yard wall for student artists to create a mural to display their artistic abilities.

At the same time, separate KPMG teams cleared, cleaned and painted the disused storage and working areas of the school to enable their use going forward; installed new shelves in the school library; and helped to sort through administrative processes within the school's office.

KPMG teams prepped and painted a number of litter barrels for the school's use; donated by Keep Bermuda Beautiful (KBB) as part of their Artful Bins Project - with primer, paint and brushes donated by Pembroke Paint.



Sherrita Arorash and Nadine Pander, Landscaping

Dellwood students will hand-paint and decorate the bins to turn them into trash and recycling bins to be used at the school campus.

Keeping in the spirit of community and giving, KPMG were kept cool and hydrated throughout the day with much appreciated ice and water coolers generously donated by John Barritt & Son Ltd.

As part of the day, KPMG in Bermuda also announced that this will be part of an ongoing commitment by the firm to the support of Dellwood Middle School through the firm's Corporate Social Responsibility (CSR) initiatives, starting with the donation of laptop computers.



Richard Lightowler, Heavy Lifting



KPMG staff, Organising the School's Library



Stephanie Roos and Maeve O'Toole, Landscaping



William Luu and Will Tyrrell, Painting

Staff Initiatives

Throughout the year, our staff have planned and implemented their own initiatives in supporting community and charitable works: from organising team participation in various community events to generously donating time, goods and funds to many Bermuda registered charities.



KPMG Staff Beach Volleyball Team
2015 Volley Ball Corona League

Staff Denim Days - A Casual Approach to Community Support

Denim for Diabetes

In November 2014, staff raised funds for Bermuda Diabetes Association, which raises awareness and aims to tackle Bermuda's diabetes epidemic.

P.A.L.S.

In January 2015, staff members raised funds for P.A.L.S. in memory of our well loved employee Liz Francis.

Bermuda Heart Foundation

In February 2015, staff members raised funds for the Bermuda Heart Foundation, the leader in Heart Health advocacy in Bermuda.

SCARS

In March 2015, staff members raised funds for SCARS charity (Saving Children And Revealing Secrets). SCARS' objective is to reduce the risk of child sexual abuse by raising awareness and enhancing legislation.

Nepal Earthquake Funds

In May 2015, staff members raised funds and awareness, in support of the Bermuda Red Cross Nepal Earthquake Funds initiative.

Wear it PINK Denim Day

In support of Bermuda Cancer and Health Centre's Breast Cancer Awareness Month, KPMG staff members organised a "Wear it PINK Denim Day" in support of the, where staff, for a donation, wore pink along with their denim.

Throughout the year on selected Fridays, staff at KPMG in Bermuda take part in Denim Days, in an effort to raise money for a variety of local charities. Since October 2014, KPMG in Bermuda staff have raised over

\$5,300

for local charities, through our monthly Denim Day initiatives.



KPMG in Bermuda's Relay for Life Team



Team KPMG
May 2015

On May 29-30, 2015 KPMG registered a contingent of 45 employees to participate in the 2nd Annual Relay for Life 24-hour walk-a-thon. The Relay for Life is a global event which honours cancer survivors, remembers loved ones lost, and raises funds to fight against the disease. Over 100 organisations and over 2,000 participants took part in this exciting and worthy cause.



A huge thank you to those who supported the KPMG Bermuda Relay For Life Team, to those who successfully completed the event and to those who took the time to bake goods, arrange the fundraising events, set-up and break down the tents and man the stall. Overall funds raised by our teams totalled

\$3,400.

I look forward to making this an even bigger success next year!"

Wanda Armstrong

Senior Manager, Human Resources

Wellness, Fitness and Funds - KPMG in Bermuda's Charity Walking Teams

As part of the initiatives set by KPMG in Bermuda's Wellness Committee, KPMG staff have been actively involved in Bermuda's charity walks this year, in support of various charitable programmes and groups.

Aside from the funds raised on these walks, participants found this to be a great way to interact with their colleagues while staying active and enjoying the natural beauty of our island.

KPMG in Bermuda have supported staff in the following walks and runs in the 2014/2015 year:

- Partner Re 5K;
- Lindo's -To- Lindo's 5 mile Walk/Run;
- Bermuda Triple Challenge;
- BAMZ Zoom Around the Sound 7.5 mile Run/Walk/Cycle;
- ARGUS "THRIVE" Programme;
- Caitlin End-to-End and Middle-to-End; and
- May 24th Bermuda Day Half Marathon.



The Wellness Committee at KPMG has done a tremendous job in sponsoring its employees for walking/running events and in so doing, have created an excitement and enthusiasm in the workplace around team spirit and sportsmanship which is unrivalled."

Felicia Govender
Senior Manager



Supporting the Community and Enjoying the Outdoors

From the top down: Bermuda Triple Challenge team, Butterfield and Vallis 5K run/walk team; and Breast Cancer Awareness Walk team.

Value Adding:

KPMG in Bermuda and Education

We have an ongoing commitment to improve the lives of people disadvantaged by their social or economic situations. Close to our heart is the action we can take to address improving education and educational opportunities on the island.



Wanda Armstrong, Christine Terceira and Tansae Wellman

The KPMG in Bermuda Scholarship



It is an honour to have been selected as the KPMG Scholarship recipient. Words cannot express my gratitude and thanks to KPMG for allowing me the opportunity to further my education and to have a career with KPMG. This scholarship will allow me to focus on obtaining my BSBA in Finance, Masters in Accounting, as well as my U.S. Certified Public Accounting designation. Interning during the summer months has allowed me to experience the working environment, culture and people first hand. Everyone was genuinely interested in helping me learn and grow. I am positive this is the firm I want to begin my career with!"

Brianna Buchanan
KPMG in Bermuda 2014
Scholarship Recipient

The KPMG in Bermuda Scholarship is awarded annually to a Bermudian university student interested in pursuing a career either as a Chartered Professional Accountant or Certified Public Accountant.

The award, valued at \$20,000 per annum for three years, offers the recipient the

opportunity to enter the firm's graduate programme upon the successful completion of their undergraduate degree. The programme offers graduates paid on the job training, mentoring and financial assistance for their professional examinations, as they embark on their elected accountancy designation.



Steve Woodward, Ciara Rego and Wanda Armstrong
Awarding the KPMG in Bermuda 2015 Scholarship

Our Graduate Programme

KPMG in Bermuda makes a significant investment in its Staff Accountants, providing training, educational and financial assistance on top of salary and other benefits. In return, KPMG asks for hard work and dedication from all of their Staff Accountants, especially in regard to gaining their qualification and developing as a professional accountant. The training entails a commitment of at least 30 months of work experience and study following university education.

The firm provides graduates with a variety of work experience. They receive individual support and mentoring and their work experience is tailored to their knowledge, previous work, academic qualifications and particular course of study.

[Click here](#) to watch the 2014 KPMG K-Nect Networking event promo



“

The KPMG Graduate Programme is an ideal start for any aspiring accountant. KPMG offers valuable support throughout the examination and qualification process, including financial aid and access to a number of experienced, professional mentors with diverse, global backgrounds. The staff are extremely friendly and offer a number of social pursuits to make anyone feel welcome.”

Sam Bridges
Staff Accountant



On the job with KPMG Staff Accountants

Our Student Internship Programme



KPMG Student Interns 2015

KPMG in Bermuda hosts a bi-annual K-Nect student event as well as a Parent & Teachers' K-Nect Information evening. At these events, parents, teachers and students are able to find out how KPMG in Bermuda can help shape students' interest in business and financial services into a rewarding career. In addition, the opportunities offered in terms of summer internships and the annual KPMG Scholarship are presented.

Our 2015 Summer Interns participated in projects with Masterworks Art Gallery, The Bermuda Sloop Foundation, The Duke of Edinburgh Award, the Women's Resource Centre and the Family Centre.

The Interns were engaged in various meaningful tasks consisting of:

- *Reviewing the art inventory data base and assessing completeness of the merchandise;*
- *Incorporating job descriptions/ procedures manuals and assist with establishing an inventory list;*
- *Creating a timeline based on strategic aims and objectives;*
- *Completing and cataloging an equipment and merchandise inventory;*
- *Organising of a Resource and Referral Manual; and*
- *Developing a business plan for the operation of a Thrift Shop.*

Click here to watch the KPMG Student Internship Programme video



Forward Thinking: *KPMG in Bermuda and Youth Development*

We have an ongoing commitment to help develop Bermudian youth and improve the experience, quality of life and eventual employability of our future generations.



Junior runners at KPMG Round the Grounds Race
March 2015

Our Youth Focused Initiatives

KPMG Front Street Mile 2015

KPMG in Bermuda works in partnership with the Bermuda National Athletics Association and the organisers of the Bermuda Marathon Weekend to stage the selection trials and the finals of the KPMG Bermuda Invitational Mile in January each year. This initiative attracts students aged 8 to 18 from all local schools, who vie for the opportunity to participate in the international event. The students get the opportunity to meet and train with elite runners from around the world.

KPMG Round the Grounds Race 2015

On Sunday, March 15, 2015 participants of all abilities and aged from 4 to 18 are invited to take part and earn the satisfaction of having tried hard as well as a medal for finishing!

KPMG Investment Challenge 2015

As part of our ongoing commitment to education and youth development, KPMG in Bermuda launched the Senior School Investment Challenge in 2005. Under the terms of the investment club-like initiative, participating schools are given \$50,000 in virtual funds to trade over the course of 6 months. At the end of the programme, real cash prizes totalling \$20,000 are awarded to the schools of the first, second and third placed teams. The core objective of the Challenge is to create a meaningful and perpetual educational programme for Bermuda's Senior Schools.

[Click here](#) to watch the KPMG Front Street Mile promo video



[Click here](#) to watch the KPMG Round the Grounds promo video



[Click here](#) to watch KPMG Investment Challenge promo video



The thing that stands out for me is that KPMG not only talks the talk, but walks the talk - not just writing a cheque to sponsor the event but also turning up in numbers to make it all happen and with a good cross section of employees from Managing Directors to office staff."

Harry John Patchett
Race Commentator



KPMG Investment Challenge 2015 Awards Ceremony
April 2015

Passionate:

KPMG in Bermuda and the Environment

Sustainability is an essential element of KPMG's business strategy. Our responsibility to communities and the marketplace drives us to implement sustainable principles, which adds value for our clients and reflects the values of our professionals.



Our Green Committee

Our work is grounded in practicality. We want to use our professional skills and capacity to help solve significant problems and grow the potential in society to create lasting environmental change. We do this through KPMG in Bermuda's Green Committee initiatives.

Green Committee Goals & Key Activities

One of the goals of the Green Committee is to provide continued "green awareness" to the staff at KPMG in Bermuda. There are several ways in which this was achieved this year: We organised a tour of the Recycling Plant, hosted a movie lunch and learn "Addicted to Plastic", organised a KPMG team to participate in the KBB National Clean Up event, and created edible landscapes outside of Crown House for colleagues to snip off culinary herbs to take home for their cooking. Earth Day activities included the Green Activity Day competition, our first ever Green Expo and our general support for Earth Hour on the island. We provided "Green Tip of the Month" and quarterly Green lobby giveaways.

Green Committee initiatives have also included installing dual-sensor lights in all of the bathrooms, assisting Saltus' Year 9 ICT eco-awareness project and desktop screen saver encouraging everyone

to switch off computers and monitors when not in use. Informative notices have also been posted on our internal webpage throughout the year (such as the monthly Greenrock newsletter).

Edible Garden Initiative

In June 2015, KPMG joined the edible landscape wave that has taken the UK by storm, by incorporating agricultural produce into our public space which our everyone can enjoy.

At Crown House, KPMG became the first company on the island to introduce this new concept to Bermuda by replacing most of the plants at the front of the building with culinary herbs that can be snipped and used for cooking. Eventually, the plan is to replace the remaining plants with other types of produce such as peppers and cherry tomatoes.

KPMG Waste Audit Campaign

After a campaign to lower paper usage, KPMG in Bermuda now purchases

46%

less paper than we did in 2011/2012, and

6%

less paper is now being placed in the shredding bins.



Our Philosophy:

Giving at KPMG in Bermuda



KPMG's Support of the Royal Bermuda Regiment's 50th Anniversary Celebrations



Our Corporate Social Responsibility philosophy is built on personal and collective commitment. Our policies and initiatives seek to build value with, and for, our community partners, including:

Pro Bono Work Policy

Harnessing our skills and expertise to support not-for-profit organisations through pro bono work engagements.

Community Volunteer Leave Policy

Encouraging and supporting our people to spend time volunteering in their communities during, and outside of, work hours.

Bermuda Partnerships

Forming strong relationships with not-for-profit organisations to achieve lasting community impact.

International and Local Disaster Relief

Providing funding, volunteers and other support during an emergency.

Workplace Giving Programme

Enabling our people to donate to their favourite community organisation through payroll deductions.

Directorships and Stewardship

Our senior leadership team gives generously of their time, advice and experience as directors and officers of various charities and community organisations.

Spotlight on Board of Bermuda Zoological Society (BZS)

KPMG in Bermuda's Chairman, Neil Patterson and Managing Director, Stephen Woodward, sit on the Board of the BZS.

Spotlight on Philanthropy:

Exceptional Actions and Achievements this Year

Exceptional actions and accomplishments achieved by the staff at KPMG in Bermuda this year show that philanthropy at our firm extends far beyond the borders of just giving.



Tammalita Astwood of WindReach, Marcia DeCouto and Neil Patterson
Marcia's generous donation upon retirement to WindReach

100-mile cycle in aid of the Leukemia & Lymphoma Society



Jason Carne cycling for charity
June 2014

On June 1, 2014, Jason Carne, Managing Director at KPMG in Bermuda, completed “America’s Most Beautiful” century bike ride of 100 miles through and over the mountains of Lake Tahoe, California and Nevada. Through the fantastic support of his sponsors, Jason was able to raise over \$7,000 for the Leukemia and Lymphoma Society, an extremely worthy charity that provides research funding and does so much to support those affected by an illness that has an especially high incidence rate in children.

“I am glad to get the ride over with! I trained very hard for this cycle and felt in good shape going into it but nothing I could have done in Bermuda would have prepared me for the altitude cycling I experienced in the mountains. It was a very humbling experience riding with so many people that have been touched by this illness and to have made a contribution in the fight against leukemia and Lymphoma even if only a very small way.”

Jason Carne
Managing Director

Our Support of Pembroke Parish Community Feeding Programme 2014

In April 2014, KPMG in Bermuda made a sizeable donation of non-perishable, tinned and packaged food items to St. John's Church Food Pantry, in an effort to help families who are struggling to acquire the most basic necessities.



On behalf of Rev. Nicholas Dill and the Vestry of Pembroke, please accept our sincere gratitude for the many boxes of groceries you kindly donated to the St. John's Church Food Pantry.

We are still seeing a great need in our community for assistance with food and it's through generous contributions like yours that we can bring light and hope to what can feel like darkness and despair by those who are experiencing difficulty at this time."

Helen M. Wicks
Parish Administrator



Donating to the Pembroke Parish Community Feeding Programme
April 2014

Our Support of the Royal Bermuda Regiment's 50th Anniversary Celebrations



As Minister I have seen first-hand the level of service and value the Regiment brings to this island. It is not just when we need to call on the Regiment as an insurance policy as we did recently for disaster recovery, as His Excellency mentioned. The Regiment continually and consistently trains, educates, advances and provides life skills to Bermudians. This develops not only our young men and women, but crafts our future leaders.”

The Hon. Michael Dunkley, JP MP

Premier of Bermuda and Minister of National Security

[Click here](#) to watch the Bermuda Tattoo Launch speech



2015 marks the 50th anniversary of the uniting of the Bermuda Militia Artillery and the Bermuda Rifles to form the newly-titled Royal Bermuda Regiment. The year-long celebrations include the Bermuda Tattoo in October 2015.

KPMG's COO, Stephen Caton, serves as Chairman of the 50th Anniversary Committee, which supports and organises these celebrations under the auspices of The Bermuda Regiment Charitable Trust and in cooperation with the Royal Bermuda Regiment. With the assistance of Mark Lavery, Senior Manager, Communications & Knowledge, and Nina Cotterill, Graphic Designer, KPMG donated time and creative services to help organise, document and promote these events.

“A year-long celebration was designed to mark the historic and significant role the Regiment has played, not just as a national service, but as a promoter of social cohesion on the Island.”

Stephen Caton
COO



Supporting the Royal Bermuda Regiment's 50th Anniversary Celebrations

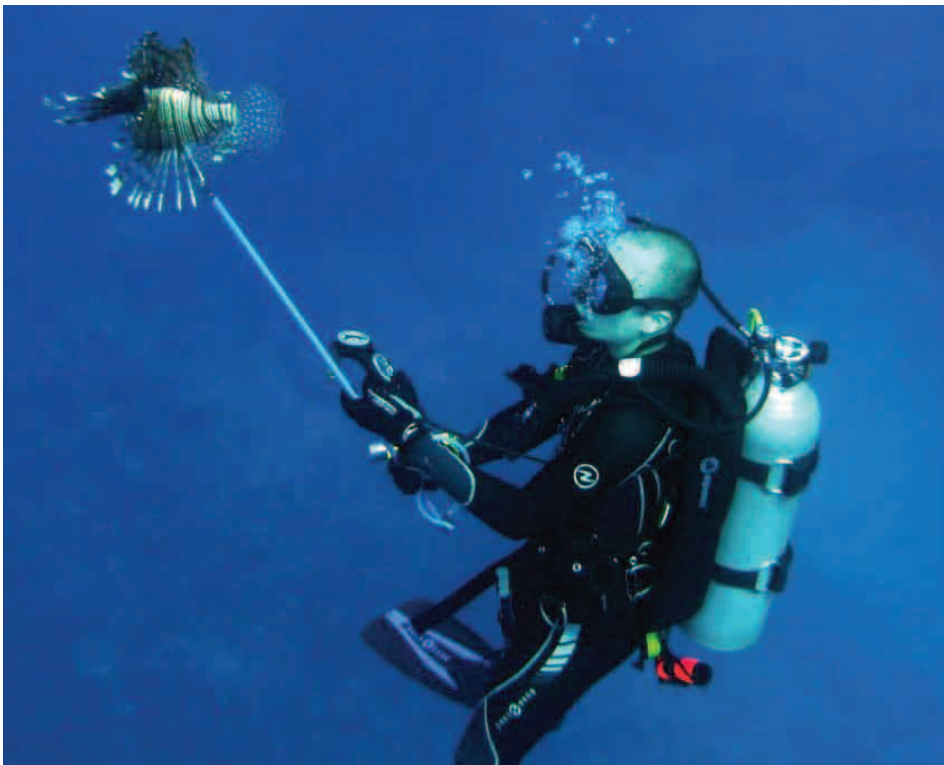
Diving for Marine Conservation – KPMG's Andrew De Melo

“

Protecting Bermuda's fragile marine environment should be a priority for everyone on the island. I help where I can, through dive clean-ups, reef watches and regularly hunting the invasive and destructive lionfish.”

Andrew De Melo

Network Support, I.T. Services



Andrew De Melo playing his part in Marine Conservation
June 2015

Andrew De Melo, Network Support, I.T. Services, received his first PADI certification in July 2013. Since then, he has participated in three Groundswell Lionfish tournaments, dive clean-ups including Mangrove Bay (hosted by the Bermuda Ocean Explorers), volunteered to help the Royal Bermuda Regiment throughout their “50 Wrecks in 50 Days” event as part of their 50th Anniversary, and lead shore dives off of south shore for certified divers.

He continues to promote Bermuda diving and marine conservation to employees and other Bermudian residents through personal chats and social media. His Facebook page, Bermuda SCUBA Diving, promotes Bermuda diving and shares dive-related materials and advice.

He has recently been certified as a PADI Master SCUBA diver and a PADI Dive Master and is looking to expand his knowledge and skillset to an Instructor in 2016, as well as technical diving.

“Technical diving will allow me to dive deeper than recreational limits allowing me to access more dive sites and hunt more lionfish!”

Andrew De Melo

Network Support, I.T. Services

Our Support of the BLTA Youth Tennis Development Programme



The ITF is the world governing body of tennis, and as such they run an elite tournament on the island. Bermuda's juniors not only experience a high level of competition, but also have exposure to world-class officiating, and learn that international competition has greater requirements of them.

Overall, it is an invaluable development opportunity and we greatly appreciate KPMG's continued support."

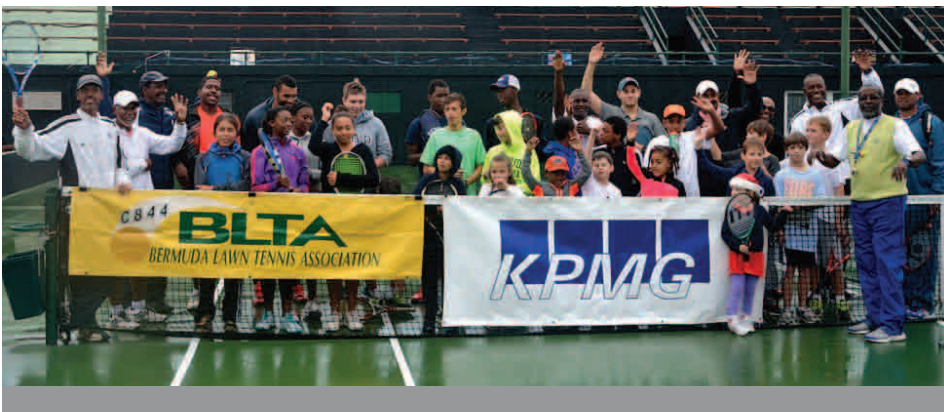
Michael Wolfe
BLTA President

On June 22 through June 27, Bermuda hosted the prestigious Bank of Bermuda Foundation ITF Junior Tennis Tournament at the W.E.R. Joell Tennis Stadium. KPMG was once again a major contributing sponsor of this event which supports junior tennis development in Bermuda. Now in its 12th year, the International Junior Tennis Tournament, a Grade 4 ITF (International Tennis Federation) event, hosted two age groups: the 14 and under, and 18 and under, boys and girls competition.

It is the only tournament in Bermuda that is ITF-sanctioned allowing for international competition and enabling Bermuda's juniors to vie for important world ranking points.

"Participation in organised sport helps our young people develop positive character traits and life values, by emphasising the importance of teamwork, sportsmanship and perseverance."

Neil Patterson
Chairman



2015 Bank of Bermuda Foundation ITF Junior Tennis Tournament
June 2015



David Lambert, Mark Lavery and Coleridge Place
Bank of Bermuda Foundation ITF Junior Tennis Tournament, June 2015

Our Support of Bermuda's National Clean Up Day



It was an amazing show of support from island residents who joined KBB's National Cleanup and helped us to get ready for summer and our tourist season.

Many volunteers indicated that they had fun volunteering, being part of a team, helping to do something good for the community and learning more about caring for our environment."

Anne Hyde

KBB Executive Director

KPMG's Green Committee organised a team for the Keep Bermuda Beautiful ("KBB") National Clean-Up Day event which took place on Saturday, May 16, 2015. Friends and family of KPMG staff members joined forces to not only help keep the island beautiful but to help foster KPMG's spirit of giving back to the community. The team was made up of all age groups cleaned up the central area of Paget from Trimmingham Hill to Stowe Hill and managed to help clear 13 bags of garbage and recycling. Well done to another group of KPMG community volunteers!

KBB's mission is to engage individuals to take greater responsibility in reducing waste and eliminating litter through action and education. The organisation consists of a Board of Directors who provide guidance and support to the Executive Director who stands in the front line of activities keeping Bermuda clean and tidy.

The core work of KBB revolves around the volunteers and other interested members of the community who participate in clean-ups. So far this year KBB has welcomed more than 450 volunteers, who have given over 2,000 hours and removed more than 16,000 pounds of litter and recyclables from our environment.



Keeping Bermuda Beautiful on National Clean Up Day
May 2015

Running for the Multiple Sclerosis Society of Bermuda – KPMG's Ashley Godek

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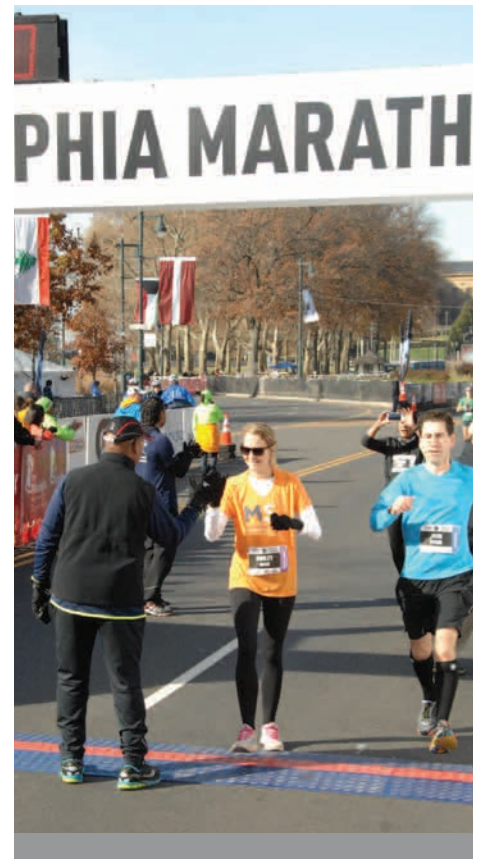
When I decided to run the Philadelphia Marathon I knew it might be a once in a lifetime thing for me, so I wanted to make it count. I decided to raise money for the Multiple Sclerosis Society of Bermuda. I am hesitant to ask people to give to charities because there are so many it can be overwhelming, but this one in particular is very close to my heart.

My mother was diagnosed with MS 25 years ago, so I know first-hand the impact it has on those diagnosed and their families. As my mom's MS progressed, the MS Society of Reading, PA was a great support system for her, and our family. We met so many people through it and learned a lot about the disease and how other people were handling it – what medications and devices were working and how it was impacting others.

MS is different for everyone, but it certainly helps having that support system. I tried to convey this to my colleagues but obviously it's hard to put into words. I was not sure what reaction I would get, but was amazed to see the response from KPMG. Everyone was very supportive while I was training and so many showed it by donating to the MS Society. I feel so fortunate to work with such generous and encouraging people.”

Ashley Godek

Assistant Manager, Tax



Ashley Godek crossing the finish line
Philadelphia Marathon, November 2014

Our Annual Support of Bermuda's Toys for Tots Campaign



KPMG's festive Toys for Tots donation
Toys for Tots Campaign 2014

Interview with Beverly De Deus Client Service Executive

Q1. What is Toys for Tots?

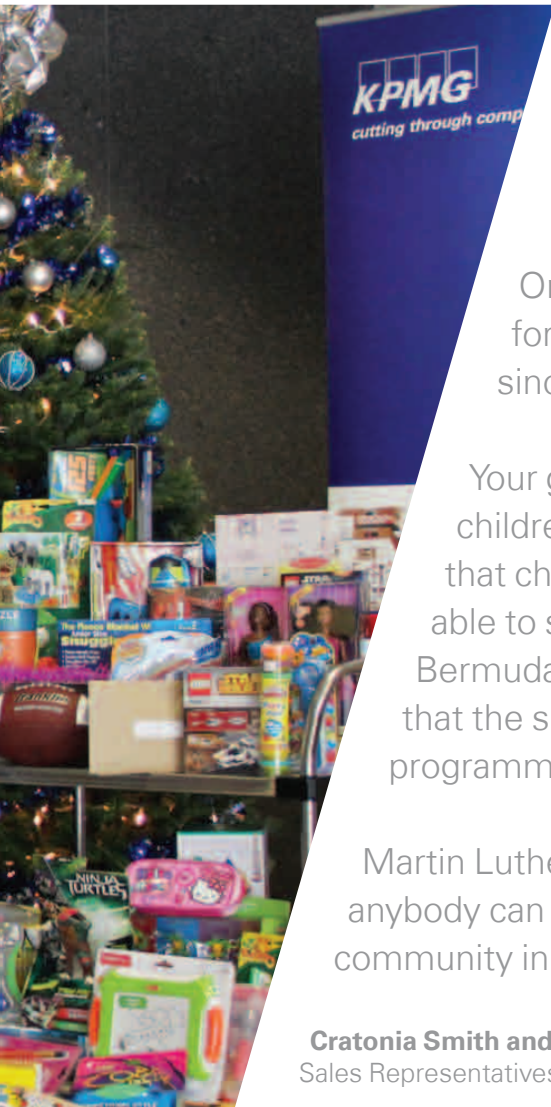
"This is a campaign through Coldwell Banker. They team up with the Coalition for the Protection of Children to make Christmas a memorable time for children in need."

Q2. Why choose to do it through KPMG?

"Coldwell Banker looks to partner with caring firms like KPMG and we were happy to help!"

Q3. Where did you get the idea?

"The idea came from the Coalition for the Protection of Children who help children in need. It's something they do every year, and 2014 marked their 12th successful campaign."



On behalf of Coldwell Banker Bermuda Realty and the Coalition for the Protection of Children, we would like to extend to you our sincere gratitude for your selfless act of giving.

Your generous contribution has undoubtedly lifted the spirits of our children in need. The aim of the Toys for Tots programme is to ensure that children, who would not otherwise have the opportunity, are still able to share in the joy of Christmas. For 12 years, Coldwell Banker Bermuda Realty has sponsored the Toys for Tots programme, believing that the spirit of Christmas should be shared with all. We believe in this programme and we are so pleased that you chose to share in our belief.

Martin Luther King Jr. once said, "Everybody can be great, because anybody can serve". You are great, because you have chosen to serve your community in this very special way. Thank you again for your contribution."

Cratonia Smith and Heather Chilvers

Sales Representatives, Coldwell Banker Bermuda Realty

Q4. How did the staff react to the campaign?

"Everyone was very receptive to the campaign and their donations were fantastic. On the day of collection, Coldwell Banker commented how KPMG had one of the largest donations."

Q5. What did you think of the outcome?

"I knew KPMG staff were generous, but I was overwhelmed by the response."

Q6. Would you do it again?

"I would love to do it again; it was such a great success and it touched my heart to be able to be a part of such a worthy cause. There are a lot of people out of work right now and it was nice to see everyone pull together and donate gifts to children in need. With up to 500 disadvantaged children in Bermuda, it is important to keep these initiatives going."

Our Support of T.N. Tatem Middle School's Track and Field Programme



Thank you KPMG for the contribution in supporting the school's track and field students. Studies prove that students who engage in extracurricular activities normally perform better academically, this is particularly apparent at T.N. Tatem School as they strive to develop the entire child. KPMG's donation helps towards achieving this goal"

Kerry Maxwell

Track and Field Coach, T.N. Tatem Middle School

In March 2015, KPMG in Bermuda was proud to present 30 new sports bags to T.N. Tatem Middle School's track team. T.N. Tatem team this past year has indeed been successful, in addition to winning in the Butterfield & Vallis road races, they also won the Middle School inter-school sports and the annual relay classic earlier in the year. They then went on to win the Crime Stoppers students' race and had three students represent Bermuda at the CAC youth Summer Games which were held in Curacao.

In making the presentation, Mark Lavery, Manager, Communications & Knowledge at KPMG in Bermuda emphasised KPMG's commitment to the community and, in particular to Bermuda's children and young adults.

"KPMG is delighted to present the new sports bags to T.N. Tatem's track and field students. It is fantastic to see the enthusiasm and positivity that the students bring to the field, and gratifying to be able to support the team with this donation."

Mark Lavery

Senior Manager, Communications & Knowledge



KPMG's Donation of Sports Bags to T.N. Tatem Middle School

March 2015



Over 5,821 hours donated so far and counting.

KPMG in Bermuda know numbers, yet we are more than that.

We go beyond volunteering time and cash contributions, by also providing hundreds of hours of pro bono professional services to registered charities each year. KPMG is committed to Bermuda and supports the community in which we live with the same passion and expertise that our clients have come to expect.

Let us be dedicated to you.

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Neil Patterson

Chairman

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Neil Patterson presenting awards
KPMG Front Street Mile 2015

The Corporate Social Responsibility Committee

Corporate Social Responsibility (CSR) is embedded in KPMG's values and KPMG in Bermuda recognise that our firm has the scale, influence and business knowledge to make a significant and positive contribution to the issues that affect our communities and environments.





Trial Miles for the 2015 Front Street Mile
National Stadium, November 2014

[Click here](#) to watch KPMG's 2012-2013
Corporate Social Responsibility Report





CSR Committee Giving Policy

The Corporate Social Responsibility Committee initiates processes and policies which do not conflict with the global or national CSR strategy or objectives.

Our Mandate

The CSR Committee's mandate is to support KPMG in Bermuda to achieve our three-fold mission:

1. To be committed to our communities;
2. To work towards improving the health, education, development, equitable access to resources and eventual employability of Bermuda youth; and
3. To be an example amongst our peers for greater Bermuda-based CSR uptake in support of local health care, elder care, environment, and arts and humanities initiatives.

Summary of our Giving Terms

KPMG's giving policy is restricted to Bermuda registered charities and their local activities.

We do not provide financial support to individuals, overseas trips and events, or to religious organisations directly. However, we do support certain community outreach projects led by religious-based organisations.

Request letters, with full supporting documentation, should be emailed to info@kpmg.bm or delivered to our offices at Crown House, for the attention of the **Chair, CSR Committee**. Please submit your request at least three months in advance of your fundraising need, activity or event.

For the latest CSR guidance visit kpmg.bm

Our Committee

Role

Sponsor
Chair
Deputy Chair
Secretary
Committee Member
Committee Member

Name

Neil Patterson
Stephen Caton
Mark Lavery
Beverly De Deus
Craig Bridgewater
Steve Woodward

Title

Chairman
COO
Senior Manager
Client Service Executive
Managing Director
Managing Director

Contact us

kpmg.bm

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