



Our Impact Plan

Saudi Arabia and Levant 2022



December 2022
KPMG in Saudi Arabia and Levant

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Foreword

Every action has a greater impact than meets the eye, and so, people, their planet, the community in which they operate, and the parties that govern them, all bear the impressions of the imprint of large multinational organizations.

In recent years, we have seen important momentum around environmental, social, and corporate governance (ESG) principles at many organizations, and in line with the momentum, we present the first edition of Our Impact Plan which captures our sustainability imprint direction and our commitment to our planet, people, and prosperity.

Sustainability is more than a criterium to be checked off at the end of each year; it extends beyond a to-do list, and in this report, we present how we are considering the economic, environmental, and social impact of our activities and operations aligning with our values.

First and foremost, our people are our most valuable asset, therefore we are keen on mapping out a clear road of continuous development for them; in which we motivate and challenge them to reach their full

potential by empowering them through access to lifelong learning opportunities that will equip them to innovate, drive impact, and develop future-proof skills whenever and wherever they need it.

Today, and as we celebrate the diversity of our big family, inclusion has become the key to create a high performing dynamic culture across our firms. Creating a distinguished pool of expertise is but the sum of years of careful recruitment.

At KPMG, we aim – by all means – to preserve the planet for generations to come, supporting a net-zero carbon emission future, helping prepare clients for the impacts of climate change, implementing sustainable practices within our global organization, and evaluating our own supply chains.

Our societal impact and corporate citizenship strategy play an instrumental role in aligning our goals to the initiatives and programs we execute under the prosperity and community investment agenda.

As part of embedding ESG throughout our organization, KPMG has a strong governance structure for overseeing our activities, setting policies, and aligning our strategy with our purpose.

Our impact plan is a representation of our commitment across our four main themes: Planet, People, Prosperity, and Governance.



Dr. Abdullah Hamad Al Fozan
Chairman and CEO
KPMG Professional Services

Our purpose



Internal roadmap

At KPMG in Saudi Arabia and Levant, we strive to support the communities and create a lasting change. Environmental, Social, and Governance (ESG) issues are extremely important to us and are becoming more relevant in every industry around the world. Our strategy in line with the global network focuses on the following priorities: Planet, People, Prosperity, and Governance.



Muhammad Tariq
Head of Corporate Citizenship

“Growth in organizations is greatly interconnected to the implementation of its values among its people. At KPMG, we invest in our communities, through providing our expertise and through many programs and initiatives that cultivate a culture of giving back and providing opportunities to those in need.”

Planet



Reducing our impact on the planet to create a world with a sustainable future.



Manage usage, identify energy saving opportunities, conserve consumption and reduce carbon emissions.



Promote recycling to save energy and reduce greenhouse gas emissions, which helps to tackle climate change.



Ensure our office facilities are ecofriendly with managed energy emissions and reduced waste generation.

People



Capitalize on and celebrate our people's differences to create a high performing and meaningful work culture.



Creating meaningful work and growth opportunities for our people.



Incorporate the different elements that allow people to bring their whole selves to work and celebrate their differences.



Creating an environment that enhances individuality in a way our people and partners show up with a sense of pride. A workplace that motivates execution with excellence.



Prosperity



Deliver a positive contribution to the society and devise initiatives of societal impact in alignment with our SDGs.



Create the right impact, driving outcomes for our clients, people, community, and organization.



Foster a culture of providing skilled volunteering and pro bono work among our employees as part of our commitment to giving back.

Governance



Reflecting our values in all of business processes and complying with highest standards as per rules and regulations.



Report yearly progress on Our Impact Plan.



Align firm strategy to embed ESG in all KPMG SLC activities with an emphasis on organizational transparency, in all our existing services and solutions.



Making ESG part of each employee development plan.



Reaffirming our commitments

Sustainable Development Goals (SDGs)

In our efforts to embrace KPMG’s global sustainability goals and impact plan while aligning with the Kingdom’s Vision 2030, we actively pursue the Sustainable Development Goals (SDGs) through our business activity and our corporate citizenship strategy, which focuses on priority areas that support a fairer, more sustainable future which are:

-  **3** Good health and well-being
-  **4** Quality education
-  **5** Gender equality
-  **13** Climate action
-  **17** Partnerships for the goals



Global Compact principles

KPMG Saudi Arabia and KPMG Lebanon are members of The United Nations Global Compact (UNGC) local chapters. UNGC is a voluntary leadership platform for the development, implementation, and disclosure of responsible business practices. It’s the world’s largest corporate sustainability initiative, with more than 9,500 companies and 3,000 non-business signatories based in over 160 countries, and more than 70 local networks.

The UNGC is a call to companies everywhere to align their operations and strategies with ten universally accepted principles:

- Support and respect the protection of internationally proclaimed human rights.
- Ensure that business practices are not complicit in human rights abuses.
- Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Eliminate all forms of forced and compulsory labor.
- Abolish child labor.
- Eliminate discrimination in employment and occupation.
- Adopt a precautionary approach to environmental challenges.
- Conduct environmentally responsible activities.
- Encourage the development and diffusion of environmentally friendly technologies.
- Fight corruption in all its forms including extortion and bribery.



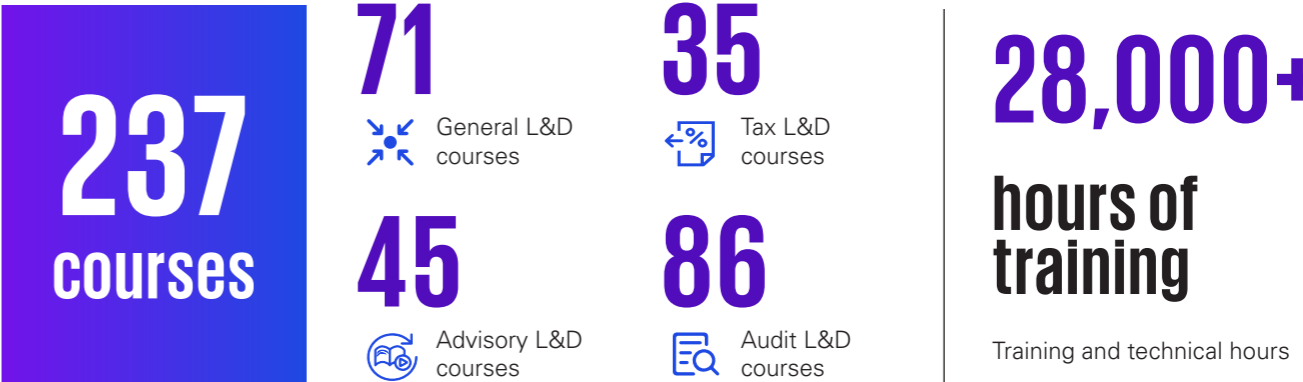
Working on Our Impact Plan is both challenging and inspiring. Our Impact Plan is our roadmap to create a sustainable business transformation across our organization. Meaningful, lasting change doesn’t happen overnight, but I believe if we are able to learn from our efforts, we can drive change throughout our global organization.



Titia Schutten
Advisor, Corporate Responsibility
KPMG Netherlands

Highlights

Investing in our people



Supporting our communities



Planet



Climate response

KPMG in Saudi Arabia has been part of the 2021 Global Climate Response (GCR) data collection which is consolidated in our Global Impact Plan 2022. It outlines the steps we are taking to achieve our global goal of net-zero carbon emission by 2030. Around the world, KPMG follows the internationally recognized Greenhouse Gas Protocol (GHG Protocol), developed by the World Business Council for Sustainable Development and the World Resources Institute. We conducted an annual Carbon audit to calculate our GHG emissions, essentially covering the Carbon footprint created in our premises. The footprint analysis covers all internal activities including car travel, air travel, hotel accommodation, and electricity usage in our offices.



Fadi Al Shihabi
Head of ESG & Sustainability

“ The region has been witnessing tremendous development related to combatting climate change; this regional response is significant to support the net zero carbon approach. Saudi Arabia is committed to the net zero carbon by 2060, and this is to be achieved by great initiatives, including the Middle East Green Initiative Summit, the Saudi Green Initiative Forum, Vision 2030’s energy transition plans and promoting principles of the circular economy. ”

Cultural change is key to improve climate practices: #OnlyOneEarth

To educate our people on the importance of building a more sustainable and resilient future, we organized Earth Day, on 22 April, at all our offices. Through various initiatives, we raised awareness on the importance of preserving the earth and reducing the negative consequences of misusing its resources.

Our efforts are collectively directed at driving a cultural shift within the organization by embedding it into our daily routine.

Subsequently, on 5 June, we also gave attention to World Environment Day, focusing on the importance of protecting the ecosystem to keep our earth sustainable for a prosperous future. The key message was that we have #OnlyOneEarth; let us take care of it. To instill sustainability practices our offices distributed plants in sustainable pots with a care tag.

Communicating these key messages was crucial in raising awareness on how to invest in our planet by promoting sustainable practices at our offices to make every day an earth day and advocate for a greener workplace.



World Environment Day celebration at our offices.

Committed to sustainability: highlights on climate action

In effort to reinforce our commitment to our selected SDGs of which climate action is a vital goal, we held an online seminar hosting Richard Pfaff, ESG Impact Leader in South Africa. Discussing the importance of the sustainable development goals, SDG 13 | Climate Action, and what we can do as organizations to help sustain our earth.

Interactive quizzes were part of our engagement employees to raise their awareness of the planet and to encourage them to build more sustainable practices.



Go digital: take notes on your phone or computer



Turn off lights when you leave a room



Declutter and donate



Use reusable bottles



Reduce the use of paper



Richard Pfaff
Head of Our Impact Plan,
KPMG in Southern Africa
ESG Lead: Citizenship and Public
Interest, KPMG South Africa



At KPMG we are committed to contribute in meaningful ways to address Climate Change through lowering our Green House Gas emissions as an organization, by transitioning to renewable energy to power our offices through supporting nature-based solutions to abate our Co2 emissions, by transitioning to a circular economy to reduce or eliminate waste, through acting responsibly in the way we travel for work and most importantly by changing our behaviour as individuals so that we are more climate conscious in our every-day lives. It is therefore inspiring to see that our colleagues in the Saudi Arabia and Levant region are showing us how powerful individual commitments can be by their projects and initiatives which are transforming the way in which colleagues think about and address Climate Change. I thank them for their commitment and dedication to our collective future.



Survey of Sustainability Reporting 2022

KPMG's 2022 Survey of Sustainability Reporting: Big shifts, small steps. First published in 1993, this 2022 survey marks the twelfth edition and is our most extensive survey analysis to date. The survey examines sustainability reporting trends around the world to offer meaningful insights about how to improve levels of disclosure by business leaders, sustainability professionals, and company boards. We are proud to have contributed to this edition with research on annual reports from Saudi Arabia.

KPMG professionals analyzed financial reports, sustainability and Environmental, Social and Governance (ESG) reports, and websites for 5,800 companies in 58 countries, territories, and jurisdictions. The survey provides information and insights for those preparing their own organization's sustainability report, as well as for investors, asset managers and ratings agencies who now factor sustainability and ESG information into their corporate performance and risk assessments. The 2022 survey includes a number of new topics, including the use of materiality assessments, reporting on social risks, and reporting on governance risks.



To drive a more equitable and sustainable society, and to build a resilient, purpose-led organization, we aim to have ESG as the core of what we do and how we do it.

This is about more than about ESG

reporting; through Our Impact Plan we aim to capture our commitments so we can truly lead by example. We continuously seek to provide purpose-led solutions to our clients to help them achieve sustainable growth and unlock their true potential. When businesses prioritize ESG principles, they will build more meaningful organizations and reap long-term organizational benefits and resilience. ”



Arvind Singhi
Head of Clients & Markets



The survey spotlights five major emerging trends within sustainability reporting:



Sustainability reporting is growing incrementally with movement towards the use of standards framed by stakeholder materiality assessments

The rates of sustainability reporting among the world's leading 250 companies are at an impressive 96 percent. The Global Reporting Initiative (GRI) remains the dominant standard used around the world, and nearly three-quarters of companies carry out materiality assessments.



There is increased reporting on climate-related risks and carbon reduction targets

Nearly three-quarters of companies report their carbon targets, while the number of companies reporting against the Task Force on Climate-Related Financial Disclosures (TCFD) has nearly doubled. This is in line with findings from the TCFD's 2022 Status Report that states more than 3,900 companies, spanning 101 countries, covering nearly all sectors of the economy, with a combined market capitalization of US\$26 trillion, have pledged their support for the TCFD.



There is growing awareness of biodiversity risk

Most sectors, even low risk ones, acknowledge biodiversity as a risk to their business. However, despite growing awareness of biodiversity loss, less than half of companies recognize this risk.



Reporting on the UN SDGs prioritizes quantity over quality

The majority of companies report on SDGs, with 10 percent of companies reporting against all 17 SDGs.



Climate risk reporting leads, followed by social and governance risks

Since 2017, there has been a marked improvement in the number of companies that acknowledge climate change as a risk to their business. However, less than half of companies report on social and governance risks.

People



Commitments

By deliberately integrating elements of the KPMG culture at each step of our people's careers, we aim to create an enriching, holistic experience for our people in different life aspects. That is achieved through cultivating a culture that embraces individuality, investing in the wellbeing of our employees and expanding their learning journey.



Nafez Almorhabi
COO & CEO, KPMG in Lebanon



We consider it our responsibility as an organization to encourage an environment that enables our people to be happy and productive. We do so by investing in their health and wellbeing, developing continuous learning principles, and nurturing a culture of inclusivity. We're committed to implementing action plans that contribute to creating a space for our people to feel safe and empowered at work. Through countless initiatives and campaigns in the aims of embedding old and new goals, we help build a diverse and equitable organization.



IDE commitments

Inclusion, Diversity and Equity (IDE) are fundamental to our success as a business and a core principle applied to our departments and programs embracing a culture that is built on trust and creating a safe environment for employees. At KPMG we are committed to:

Inclusion: We commit to creating a safe environment built on trust, where we can bring our true authentic selves to work and feel valued for our unique contributions and perspectives.

Diversity: We commit to embracing and respecting the variety of unique experiences, cultures, identities, and perspectives we collectively bring.

Equity: We commit to standing against systemic barriers and biases. We help level the playing field and ensure everyone can succeed and thrive.

IDE themes

At KPMG, the IDE principles are both a business and moral imperative that helps us build trust with our people, our clients, and the communities in which we live and operate within. We focus on creating an inclusive and diverse workplace that recognizes and appreciates every individual’s unique experiences and capabilities, which in turn encourages innovation and ethical behavior at our organization.

People

People are at the core of our organization. We strive to, by deliberately integrating elements of our culture at each step of our people’s careers, to create an enriching experience for our people. IDE initiatives are centered on attracting, retaining, and advancing our people.

Culture

We encourage a speak up culture as our new Global IDE Policy sets out the requirements needed for all KPMG firms to build an inclusive workplace that is free from discrimination. It is the responsibility of every KPMG firm to fully implement the Policy, alongside and in coordination with local programs.

Clients and community

We continuously strive to engage with external partners to support our community needs, and we strongly believe in leveraging and building relations with organizations that share the same values. Together, we will develop the leaders of the future, diverse and inclusive.

Health and well-being

Our responsibility is to create a culture that promotes the health and well-being of our people, and that’s to enable them to be effective and productive.

Continuous learning

By fostering an environment that values continuous learning and development, we empower our people with tools to help them succeed and make their mark. We’re focused on growth and upskilling our talent with leading technologies and future-proof skills.

“It is our focus to create a culture where there is tolerance for everyone, where people can excel and shine for who they are and what they bring to work. We strive to develop a harmonious environment where our goal is to be happy while we work and achieve all our set targets. Through that, we ensure that the IDE agenda fulfills its ethically and functionally aligned purposes and responsibilities.”



Kholoud Mousa
Head of Inclusion, Diversity and Equity

Human capital

At KPMG, we believe that our people are our greatest asset and are integral to our success. We understand employment conditions are not only linked to compensation and benefits, but also to offering personal and professional growth through creating an environment that provides continuous learning and development at various levels.

Nationalization

As part of Vision 2030, the Saudi government aims to reduce unemployment, increase women’s participation in the workforce, and enable the integration of people with disability in the labor market. Nationalization, gender diversification and people with disability integration are considered to be strategic imperatives and key differentiators across the firm.

We do not only aim to increase the participation of the national workforce but also to put together integrated teams, learning and development programs, and an environment that will appeal to our national talent and be greatly admired by our clients and our communities.

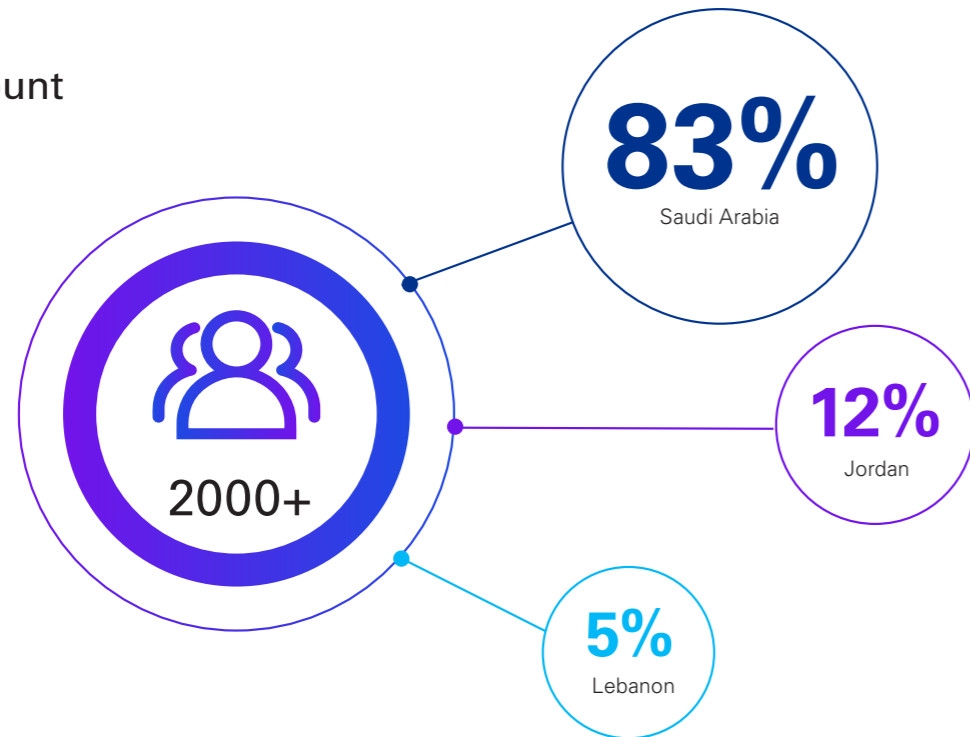
Our nationalization strategy guides us in attracting and retaining local talent, which will have a positive impact on our growth journey and market positioning. To be able to achieve our strategic objectives and aspirations, we will be relying on enablers and under each one, a set of initiatives have been defined to pave the way towards success. Some of these initiatives include university partnerships, talent development programs, retention- and rotation programs.



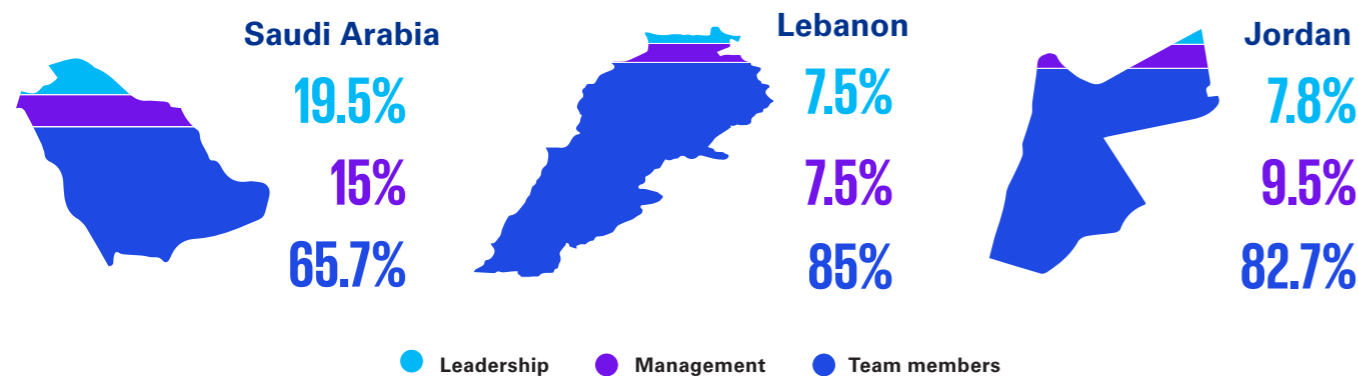
Sandi DaCunha
Manager, Nationalization

“Nationalization includes diversity, and without it, creativity remains stagnant. The greater the diversity, the greater the perfection and this pathway begins with supporting, mentoring, and sponsoring diverse women and men to become leaders and entrepreneurs!”

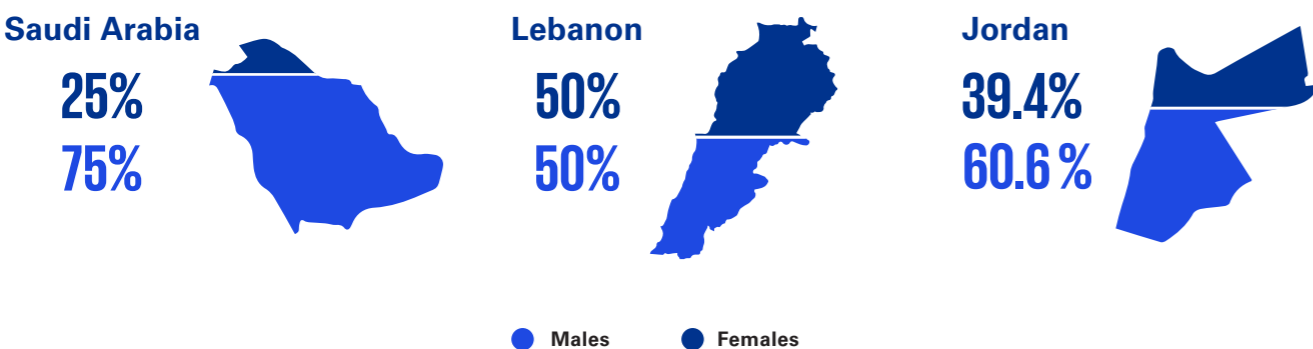
Headcount



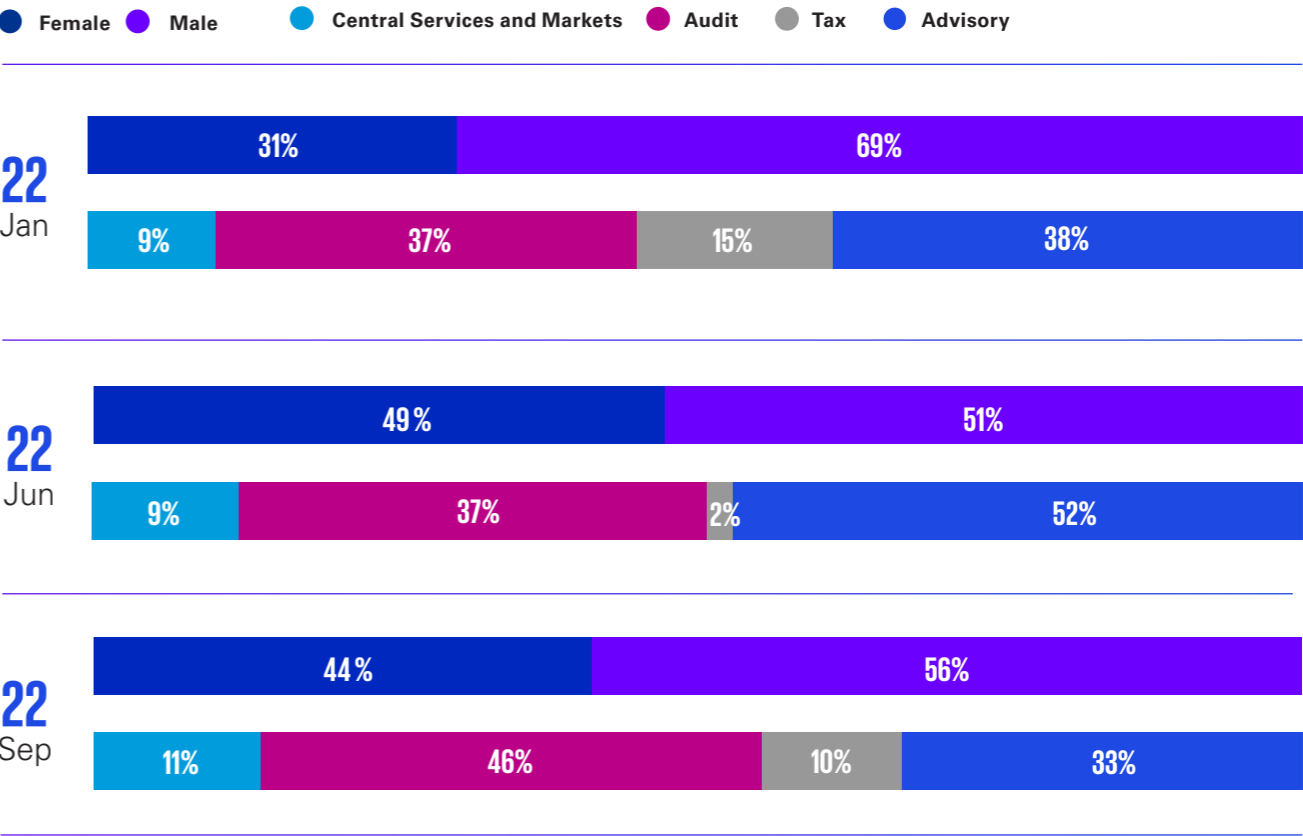
Workforce by level



Gender ratio



Demographics of our CO-OP training program



CO-OP training program

Our cooperative training, or CO-OP program, is designed to provide senior students an opportunity of on-job training to apply academic modules at the designed program that caters to different majors.

The program aims to introduce students to an environment of strong work ethic and instills accountability and various skills that are strongly demanded in the market. We were successfully able to welcome more than 200 trainees in this program this year.

Tamheer program

The Tamheer program is a three to six months joint initiative with the Human Resources Development Fund (HRDF) under the Ministry of Human Resources and Social Development (MHRSD). It is a program that aims to offer Saudi graduates who hold various university degrees ranging from diplomas to PhD opportunities to train and acquire work-based experience and prepare them for full time employment.

SOCPA program

The Saudi Organization for Chartered and Professional Accountants (SOCPA) program is a three-year audit graduates’ program aimed at qualifying and the training of auditing practitioners in relation to acquiring professional certificates. This program contributes to building a foundation of expertise for us through continuous Professional Education Program (CPE) that qualifies them to have a license to provide accounting or Zakat and tax accounting services.

Universities collaborations

In line with our core values, Together and For Better, we are always keen to provide students with the opportunities to help them identify their interests and allow them to explore relevant career opportunities. We welcome various university student clubs into our offices to get an insider’s view of what it is like at KPMG, the work we do, the industries we work in, and the issues facing the companies we work with. At KPMG in Saudi Arabia and Levant, we make sure to build various channels of communication with university students. Throughout the last year, networking was an essential part of our social responsibility, we were honored to visit thirteen universities in seven cities (Riyadh, Jeddah, Dhahran, Khobar, Thuwal, Amman and Madaba).

Buddy program

The Buddy program was developed to assist new employees with the workplace systems and culture. The buddy, an employee that volunteers for this role, forms a supportive relationship with the new joiner, and walks him/her through the values of the company and the formal and informal organizational systems. The Buddy program runs for a total of three months after joining date. To encourage employees to become a buddy, an internal monthly competition of ‘Best Buddy Award’ to honor the one that was most committed to his role.

93 

new employees were a part of the Buddy program

“ **Putting people first has always been the cornerstone of our success. Keeping our people interested, inspired, and involved are our true KPIs, hence, we are committed to creating an environment where the unique contributions of our people are valued, and recognize people for the impact they make. With our talent being our biggest asset, we prioritize our investment in the wellbeing and growth of our employees. When we hire an extraordinary group of people passionate to make a difference, we are bound to give them the latitude to become the very best version of themselves.** ”



Hatem Kawasmy
Managing Partner, KPMG
in Jordan

Learning and development

Our people skills, knowledge, and capabilities are central to our success.

28,000+  **Total training hours**

We are fully committed to developing a continuous learning culture – for our employees to reach their full potential by empowering them through access to lifelong learning opportunities that will equip them to innovate, drive impact, and develop future-proof skills whenever and wherever they need it.

ESG Academy

As part of the global commitment by KPMG to strengthen our ESG offerings, the Learning & Development department has announced the release of ESG training which provides all employees of different levels with basic knowledge of practical ESG strategies and solutions. This allows our professionals to identify opportunities where KPMG can support their clients’ ESG journey, encourage cross-functional collaboration and help them make connections across the business.

The ESG Academy will develop experienced subject matter experts and thought leaders in all elements of KPMG’s ESG agenda. Further foundational learning is part of this solution and will provide structure for the next layer of learning solutions on functions and market sectors.



Caring for our people

We are committed to protecting the physical and mental well-being of our people, and that is to enable them to be effective and productive. That translates into setting flexible working environment that caters to the different needs of our employees, thus allowing them to execute with excellence.

The Flexible Work Policy showcases our support which is a crucial element for consistently being a growing and an evolving business. By instating this policy, we empower our people to achieve our value of Excellence. There are many themes to our flexible work policy including:



Additionally, the following initiatives were implemented as part of our people strategy:



Bupa Health Lounge Day

We partnered with Bupa Arabia (our health insurance provider) to conduct a comprehensive health checkup for our employees offering examinations of blood sugar, eye check, dentistry, body fat analysis, and health risk assessment.



A Healthy Ramadan

To stay healthy and productive while we are fasting, our people's function partnered up with Bupa Arabia for a session on "Staying healthy during Ramadan". It was for employees to know more about healthy habits in Ramadan, and for better nutrition and wellness, facilitated by a specialized nutritionist.



Stress Awareness Month

In April, we launched the initiative with Dr. Nadir Khir, Consultant Endocrinologist, and Bushra Alkaf, Patient Educator from Al Dara Hospital to promote better health and wellbeing, providing an awareness session on the impact of stress and the best ways to manage it.



Breast Cancer Awareness Month

Prevention and self-examination are crucial in the fight against breast cancer. Awareness is key and we have worked this through several initiatives. We teamed up with Al Zahra Association to support us with our breast cancer campaigns, and since 2020 we have had virtual talks organized by across our office, with breast screening at our Riyadh office. In addition we collected and provided donations to continue supporting Al Zahra Association activities and initiatives.



Mental Health Awareness Month

As part of our initiatives to support our people's health and wellbeing, we also focus on the importance of mental health. Mental health is an essential part of overall wellbeing and attention to that benefits our people and their families, the organization and society at large. An example of such initiative was our internal campaign in November, Mental Health Awareness Month, focusing on dealing with stress and anxiety. That included a "Movember Forum" where we had some of our men share their experiences in a panel discussion in a discussion led by a professional psychologist who shared insights and recommendations.

Our society, our impact

Running and cycling clubs

The successful participation of KPMG's employees in the Riyadh Marathon held on March 2022 led to the establishment of KPMG's Running Club team. The club initiated a partnership with the Disabled Children Association to donate to the charity for every 1 KM run by the club members. This is to encourage maintaining the positive rhythm of employee health, fitness, and well-being, driven by the purpose of giving back to the community and contributing to a flourishing society.

The Cycling Club was established additionally by towards the goal Better Health and Wellbeing. This initiative is geared towards the interests of employees and operated by employees to create a healthier, more consistent lifestyle.

KPMG has donated a total of SAR52,644 to the Disabled Children Association for 2,996 KM, which has been run by the Running's Club members for the period from March to June.



*Ton Diemont, Head of Cybersecurity and Data Privacy
leading the Cycling Club in Riyadh.*




Prosperity




Our values and approach


Our values create a strong sense of shared identity in what we stand for and how we do things. We are constantly striving to uphold KPMG’s identity as a trusted professional services firm in instilling our core values through the work we do in our efforts to lead positive change in our society.




Integrity
We do what is right.




Courage
We think and act boldly.



For better
We do what matters.



Excellence
We never stop learning and improving.



Together
We respect each other and draw strength from our differences.

We strive to invest in key areas to foster growth, knowledge, and development. We act as responsible corporate citizens by broadening our skills, experience, and perspectives through work in our communities. We strongly believe everyone should have equal access to opportunity.



Gary Simms
Director, Corporate
Citizenship

“Our firm is young in its impact journey but continues to grow and enhance continuously in order to make its own contribution to people, processes and the planet. Notwithstanding our direct contributions, our primary value still remains in employing our range of skills, expertise, experience and people for meaningful and sustainable practices. We are blessed with a supportive leadership which actively drives for investment in these programs and initiatives with a contributing team of professionals eager to invest their time in order to deliver impact.”



Education

We value education and lifelong learning, by influencing positive change in our community and the marketplace.



Inclusion

We show and embrace courage to do the right things by cultivating the environment where everyone can have equal opportunity to succeed.



Mentorship

By investing in others to develop and grow, we create a community that strives for the better by sharing knowledge and expertise.



Pro-bono work

We seek to invest in making the societies we operate in a better place by giving back through our skills to the third sector and community.



Volunteering

We encourage giving back to our community by bringing people together and providing opportunities by giving time to make a difference.



CODE FOR GIRLS partnership with KPMG in Saudi Arabia.

Our community

At KPMG, we have a moral obligation to give back. We executed the following impactful initiatives to nurture a culture of giving that helps us to build a better community.

Building a generation

CEOx1Day

KPMG in Saudi Arabia was a part of the global program run by Odgers Berndtson designed to uncover promising future leaders and give them an opportunity to walk in the shoes of senior business leaders. By spending a day with the CEO or senior company executives of a well-known business or organization, students learn the level of responsibility and the complexities required for today’s leading executives. This program operates in twelve countries with 21,000 student applications connecting over 500 CEOs from the world’s leading organizations.

Our candidate Faiza Arshad, a Psychology major graduate had the chance to meet our leaders, and have insightful sessions with them on the factors involved in driving a business and how these leaders create value in our organizations, how emotional intelligence factors into business, and the importance of psychology in management consulting.

CODE FOR GIRLS

CODE FOR GIRLS is an organization in Saudi Arabia that aims to empower Saudi girls in the tech domain by teaching them the basics of programming, the skills needed in the market to explore careers in IT and tech industry. They offer girls from various disciplines courses on how to code, work together, and develop personal and professional skills.



Graduate Faiza Arshad during CEOx1Day in our Riyadh office.

KPMG successfully supported the workshops through sponsoring their summer bootcamp in our Insights Center for twelve weeks. Workshops offered were web development, UX/UI, data science, and IOS, benefiting over 200 girls through experiential learning with more than eleven different instructors.

KPMG additionally offered a scholarship in each bootcamp, and our employees participated in this initiative by presenting and sharing their stories to motivate the girls and inspire them on how establish a career in tech.

“ I am incredibly proud of the impact that CODE FOR GIRLS has on young women in Saudi Arabia, and of the contribution this makes to communities. The digital technology sector is the fastest-growing globally, and women are underrepresented. CODE FOR GIRLS aims to change this by arming young women with the skills and confidence to effect change for the better. ”



Mazhar Hussain
Head of Digital Lighthouse
Center of Excellence for Data
Analytics, AI and Emerging
Technologies

MiSK Job Shadowing Program

Driven by our purpose, inspired by our values, we collaborated with MiSK Foundation on the Job Shadowing Program, which provides high school students with the opportunity to explore the job market and create an experience to guide them in their decision of a university major.

We welcomed nine students at our office for a full-day program. Five mentors from different services and solutions spent a full day with them to show how a day in KPMG life looks like. The students also met with KPMG leaders to discuss opportunities in the job market and received personal insights in their career choices.



MiSK Job Shadowing Program in our Riyadh office.

Giving back

Down Syndrome Charitable Association

As part of our commitment to the society and the charity sector and on behalf of our clients and our people, we contributed with a donation to the Down Syndrome Charitable Association (DSCA).

DSCA has been in operations in the Kingdom for 20+ years, and in addition to the vast local knowledge and expertise, they do collaborate, and leverage from the research, development and programs with like international organizations.

This donation contributes to DSCA’s expansion of their facilities with “Mabrrat Al Estidama”, which is a national rehabilitation and education complex, aimed to achieve international care standards empowering the society sector with intellectual disabilities and offer opportunities to help integrate them in the work force. The foundation will annually serve more than 1600 cases, train 100 trainers, and more than 5000 members of the families of the beneficiaries.

Additionally, KPMG is engaged to develop a business plan for the expansion project that entails establishment and operation of five service centers (in a single complex) to cover education, training of families, and rehabilitation from birth up to vocational training.

Tarteel

Our For Better and Together values are materialized into a partnership with Tarteel, a company specialized in providing technical innovations pertaining to the Holy Quran to help the global Muslim blind community perform their religious rituals easily. This initiative was developed to help the global Muslim blind community improve their study of the Quran using the best digital tools. KPMG’s role was to assist with the project financial valuation which included: Data Collection, High Level Market Scan, Assessment of Business Plan Assumptions for the Company and an Indicative.

“ Investing in others reflects positively on our people, our organization, and on our society as a whole. By providing development and growth opportunities, we create a more inclusive place where we can leverage each other’s differences for better business outcomes and to serve our community. As part of our values, we do what is right. Whether through advocating for causes that matter or establishing initiatives around inclusivity and empowerment, we take pride in being able to support and provide more equitable opportunities that fuel success. ”



Khalil Ibrahim Al Sedais
Office Managing Partner - Riyadh

Children with Disabilities Association

The Children with Disabilities Association (DCA) is a non-profit organization specializing in the rehabilitation and educational services for children with disabilities and their families, from the ages of infancy to 12 years. DCA offers a wide range of services including: Speech Therapy, Physiotherapy, Social Services and Rehabilitation Services, Training and Awareness Programs are extended to families as part of their summer programs.

KPMG is proud to be part of rehabilitation journey of seven disabled children enrolled in “Mubadarty” initiative, an educational program of 12 months designed to support the rehabilitation of the children and their families.

This program runs in parallel with the running club donations for each KM run.

Wedad Charitable Foundation: orphan care

We supported the Wedad Charitable Foundation, a Jeddah-based organization providing orphan’s care and established in 2008, with pro bono audit of their financial statements. Wedad provides orphans with foster families to care for them. Wedad holds an agreement with Ministry of Human Resources and Social Development (MHRSD) that grants them license to care for infants (aged two and below) to provide shelter, care, and loving homes.

Pakistan Flood Relief

The serious global impact of climate change which affected Pakistan has been under the spotlight globally. The flood has submerged over a third of the country, seriously implicating the lives of not only the Pakistani population but also beginning to exacerbate neighboring countries like Afghanistan where nearly half the population is facing acute hunger.

We are proud that our KPMG firms have come together to collect donations from our employees with the firm matching this amount of the contribution to a total of SAR250,000 towards crisis relief in Pakistan. Our gratitude is extended to our colleagues for coming together showcasing our values of Together and For Better to support in making a difference to the world.



Khalil Al Sedais, Office Managing Partner - Riyadh visiting the Children with Disabilities Association.



Purpose helps an organization articulate its reason for being and creates deeper connections with people and communities. For positive impact on both the organization and the community at large, our purpose is to boost the culture of giving back, which is already highly celebrated here at KPMG. We do so through donations, however also by providing specialized expertise, pro bono consulting and support to the non-for-profit sector. We are committed to help tackle the issues of our society. ”



Islam Albayaa
Head of Advisory

Empowering women

American Chamber of Commerce, Women

KPMG is committed to empowering women and developing them professionally by providing different initiatives that support female’s advancement and retention. The percentage of female representation at KPMG has steadily increased over the last three years. We are proud that majority of our female employees are Saudis and 52% of our Saudi employees are females.

International Women’s Day

At KPMG, we endorse women’s social, economic, and cultural accomplishments part of our mission to advocate for breaking the bias for a sustainable future. We persist to increase the female workforce and currently at %29 female to male of our workforce and committed to surpass the percentage set of %30 in vision 2030.

We have been celebrating IWD for a few years now. The latest was engaging with the local community through a local artist in each of our offices in the cluster accompanied by an all-staff invite and participation to create a sustainable art piece reflecting the 2022 International Women’s Day “Breaking the Bias” theme and working towards a world free of bias, stereotypes and discrimination. A world that’s diverse, equitable, and inclusive.



Art piece “Equity & Equality” that was created by our Jordan colleagues during International Women’s Day.

Art piece: Dimah
Artist: Alaa Alhamrani, Alkhobar Office.

Dimah is an interactive and inclusive art piece that was created by our colleague in Khobar offices artist Alaa Alhamrani, with the staff’s participation. ‘Dimah’ an Arabic word which translates to the continuity and sustainability. It is illustrated gazing optimistically at a sustainable tomorrow. All material used in the painting is recyclable and environmentally friendly done by old used business cards.

Art piece: Equity & Equality
Artist: Yara Wafa, Jordan Office

The art piece named “Equity & Equality” showcases how our Jordan KPMG Employees translate these values in their daily work, defying the stereotyping and discrimination. Old newspapers featuring articles about women’s successes were used.



Working with KPMG SLC on its impact journey has been quite fulfilling and inspirational as we progress to imprinting sustainability.

Corporations are on a transitional uprising from a norm of “feel good” collaborations into a quantifiable partnerships that are of a measurable impact. Reporting on KPMG SLC investments in the communities we operate in and committing to develop an evolving corporate citizenship practice has been quite gratifying. Women Empowerment and championing initiatives that provide market needed skills is one of the pillars that has a high presence on our impact agenda! ”



Nawal Hersey
Manager, Corporate Citizenship

I am remarkable by Google

I am remarkable is an initiative by Google that strives to empower people to speak openly about their accomplishments in the workplace and beyond, thereby giving them the tools to express their achievements with confidence. Two KPMG employees are certified facilitators from Google joining a global network of over 7000 facilitators around the world.

Female Leaders Network

The Female Leaders Network (FLN) is a safe place for bringing female leaders closer to discuss challenges that affect their professional and personal growth.

Lean-in Circle

This initiative is adopted from the global community dedicated to helping women achieve their ambitions, based on a book written by Sheryl Sandberg, the Chief Operating Officer of Facebook. The purpose of creating the Lean-in Circle is to help support women identify their higher purpose in life, pursue their dreams and grow personally and professionally. KPMG in Saudi Arabia joined the global Lean-In Circle in 2006; this initiative is dedicated to helping women achieve their ambitions through small regular meetings to learn and grow together.

Women in Leadership programs

We strive to increase the representation of women in senior leadership roles. As part of that objective, we collaborated with Princess Noura University (PNU) and MHRSD in identifying highly qualified female candidates from our firm to participate in women leadership programs such as the Qiadya program, Women on Board, and several mentorship programs.

The power of women in family business

The power of women in family business publication, with was issued in May 2022, was a joint project between our Private Enterprise & Family Business and the Inclusion, Diversity & Equity (IDE) teams. Based on fourteen extensive interviews with women leaders in family businesses across Saudi Arabia, sharing different perspectives and discussing their challenges, opportunities, and successes about working in their family business. The insights were presented across four chapters; The role of women in family business, Leadership styles, Sustainability and succession, and the Unique opportunities and mandatory legislations that affect women’s opportunities.

With the number of women in the Kingdom’s workforce increasing over the last decade, and women assuming leadership roles in Saudi companies, many of which are family businesses, their contribution and influence deserved a closer examination.



International Women’s Day celebration in our Jeddah office.

Governance












Commitments and Code of Conduct

Trust is earned by doing the right thing—not just some of the time but all the time and in a world that rapidly changes and becomes more complex, this simple principle has never been more important.

Our culture extends beyond good business practice and as a KPMG member firms we are committed to the highest standards of personal and professional behavior throughout our organizations in everything we do. Ethics and integrity are core to who we are and everyone at KPMG is held to this promise of excellence and diligence.

Our collective commitments are:

-  Complying with laws, regulations, and standards
-  Working with the right clients and third parties
-  Focusing on quality
-  Maintaining our objectivity and independence
-  Not tolerating illegal or unethical acts
-  Protecting information
-  Competing fairly
-  Creating an inclusive environment where everyone can thrive
-  Building public trust

“The highest standards of conduct, both personally and professionally, guide everything we do. What we believe in and what is significant to us as an organization are reflected in our values. Everyone at KPMG is expected to uphold this promise of excellence since ethics and integrity are fundamental to who we are. All KPMG employees have these responsibilities to one another, our clients, and the public.”

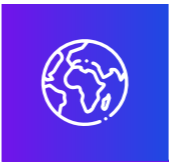





Armon Nakhaie
Head of Quality and Risk Management

Establishing an ESG (IMPACT) Committee

We strongly believe that change starts us with, as a result, we formed the KPMG SLC ESG (Impact) Committee. This committee was established to assist the Management Committee (MC) in promoting the long-term sustainable success of the firm regarding ESG matters. Following KPMG global steps, we believe there is an obligation to support the local communities we serve, and on driving a measurable change that achieves and in delivering impact. Global firm strategy strives to ensure that imprinting ESG in our operations leads to serving clients in every sector and geography to make a positive difference.

The Impact Committee shall report on:

- **Planet**
The company’s impact on the natural environment and its response to climate change.
- **People**
The interactions with employees, customers, suppliers, and other stakeholders.
- **Prosperity**
The communities in which it operates and the role of the company in society including charitable contribution and volunteering.
- **Governance**
The ethical conduct of the company’s business including its corporate governance framework; business ethics policies and codes of conduct.

Transparency and accountability

SoQM is the backbone to the Global Audit Quality Transformation project and is central to our efforts to increase audit quality and consistency, which is essential for the organization to be recognized as a trustworthy professional services firm. Every KPMG member firm is mandated to follow the global agenda on SoQM initiative. Through strong and agile processes and practices, we’re well positioned to remain resilient in increasingly complex and volatile environments —promoting wider economic growth and prosperity. We are committed to our shared purpose and values, standards and service quality expectations. Our practice management standards help ensure we’re driving consistency and accountability across our business.

Information protection: data privacy and security

KPMG Information Security team continues to promote KPMG business by regulating and promoting cyber security standards and best practices through our member firm network. KPMG undertakes to protect client information and services against evolving cyber threats, with focus on the continuous uplifting the cyber resilience readiness through KPMG mature incidents response and defense plans.

Moreover, we continue to institutionalize the culture of data privacy and cyber security principles by getting the buy-in from the key stakeholders to be the first line of defense against evolving threats and propagating the necessary skills and culture for more protected and safer world!

Speaking up

KPMG offers a local “Whistleblowing” Hotline monitored by Quality and Risk Management, where employees can report any serious concerns that they may have relating to the firm’s own professional work, something that is happening at a client/supplier, or something that they believe is happening internally within our firm. Specifically, the Whistleblowing Hotline can be used to report any concerns that employees have related to accounting matters, internal control issues, auditing, banking crime, financial crime and bribery or any other failures to meet professional standards. The matters reported to the local Whistleblowing Hotline are investigated under the supervision of the in-house legal counsel as ombudsman, who will also ensure that anonymity is protected.

Ethical behavior and integrity

Ethics and integrity are core to who we are and why everyone at KPMG is responsible and accountable for their conduct. KPMG International has an Enterprise Risk Management program led by our Global Management Team (GMT) and overseen by the Global Board Quality, Risk Management and Reputation Committee. The program uses our proprietary Dynamic Risk Assessment methodology to identify, connect and visualize risks across four dimensions: likelihood, impact, velocity and connectivity. It helps us better understand the risks we should focus on.

Every KPMG firm is required to identify and manage its risks through a formal risk assessment process for which each KPMG firm’s leadership takes responsibility. Our global client and engagement acceptance and continuance processes and policies help us identify and evaluate potential risks, ethics or compliance issues prior to accepting or continuing a client relationship or performing a specific engagement.

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