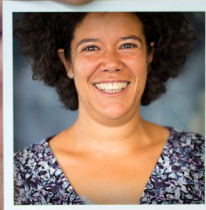




Inclusion, diversity and social equality targets



The business case for inclusive and diverse businesses is clear: companies with greater diversity are 70% more likely to capture a new market¹, have 19% points higher innovation revenues², enjoy greater customer satisfaction and better market position³, and outperform non diverse teams by 35%⁴.



// Our ambition is to become a Magnet for Talent. It is more important than ever that our talent is diverse – in their background and perspectives. Our services are rooted in people and their ideas. The diversity of our people not only makes KPMG a great place to work but is critical to bringing the fresh perspectives that our clients trust and value.”

Bill Michael, Chairman and Senior Partner

Back in 2014, we published diversity target zones for achievement by 2018. These target zones encapsulated our ambition to become a more representative workforce. They focused on: Gender; Ethnicity; Disability and Sexual Orientation. Every year, we have continued to report progress against these metrics in our Annual Report (see our Workforce and student recruitment diversity data section for how we performed through to 2018).

As part of our new **Fairer Futures** campaign we have set new inclusion, diversity and social equality targets⁵ which we aim to achieve by 2022. In support of our leading work on social mobility, we are exploring setting a socio-economic background target. This year we have also increased our support for Black Heritage⁶ talent, as we want to drive a significant increase in representation. We have started by setting a target for FY19 of 4.2% of our workforce, compared to the national workforce average of 4.2% per most recent Census data, and have a clear action plan to support us in achieving this.

These targets are based on our learning over the past four years, are founded in our firm belief that inclusion, diversity and social equality are fundamental to driving our future success and demonstrate the commitment of our leadership to effect change.

Our 2022 targets

Gender – Female

Partner	Director	Senior Manager
25%	39%	49%

Ethnicity – BAME⁷

Partner	Director	Senior Manager
11%	15%	22%

Disability⁸

Overall
6.7%

Sexual Orientation – LGB⁹

Overall
3%



1 Center for Talent Innovation, 2013.

2 Harvard Business Review, 2018.

3 Harvard Business Review, 2014.

4 Forbes Report, 2015.

5 The reporting of representation in our organisation is based on the collection of diversity data from employees who choose to declare as part of the diversity monitoring exercise.

6 By Black Heritage we mean employees who have self-identified as the following Census 2011 categories: Black African, Black Caribbean or Any Other Black background, Mixed White and Black Caribbean and Mixed White and Black African.

7 BAME stands for Black, Asian and Minority Ethnic.

8 This includes disability and long term conditions, as covered in the Equality Act 2010. Long term conditions are not limited to, but include diabetes, autism, asthma, dyslexia, arthritis, or mental health conditions.

9 Lesbian, Gay, Bisexual.

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