



KPMG values investment, volunteerism and service in all areas. We call these efforts, Citizenship, and strive to enable all of our people to take action and fuel their passion for the greater good. We support a number of nonprofit organizations nationally and in our local markets and regions.

In 2015, KPMG co-created the Sustainable Development Goals (SDG) Industry Matrix in partnership with the UN Global Compact to help business connect the 17 SDG Goals with their commercial activities in tangible ways. As a result, many of our Citizenship campaigns focus on achieving measurable results associated with those goals, including campaigns in the following areas of focus:

Environmental Sustainability

KPMG committed to achieving three environmental sustainability objectives that give us concrete direction and a framework to refine our ongoing efforts to reduce our carbon footprint. Specifically, these objectives are:

- Using 100% renewable energy by 2020
- Working with partners, employees, suppliers and clients to help them reduce their climate change impacts
- Continuing to measure, reduce and report our emissions

Lifelong Learning

We believe that education is the key to unlocking everyone's potential. To play our part in empowering the next generation of leaders, we must support people throughout their journey from Pre-K to the C-Suite with the tools and support they require to succeed—a commitment well-aligned with our support of the UN Sustainable Development Goals, especially Goal #4: Quality of Education.

Specifically, our teams support their local communities through efforts like:

- Our signature program, KPMG's Family for Literacy, to distribute books and educational resources to programs and schools serving children from low-income families in the United States
- Our work with WE to educate and empower young people to become agents of change through service
- KPMG's Future Leaders program to help prepare young women to be leaders at their universities and in their communities

Inclusion & Diversity

We believe that diversity of thought, perspective, background and passion positions us to make a tangible difference through everything we do. By supporting our people throughout their journey of lifelong learning, we're not just cultivating their intellectual capital of unique skills, backgrounds, and experiences for innovative solutions, but also enabling them to thrive in their careers. This includes:

IN OUR COMMUNITY

over
850

employee volunteer hours of support to 22 NAF Academies in 2017

3.5m

new books donated as of end of 2017

over
\$1.8m

total amount of cash contributions from partners & employees

- Knowledge building and year-round coaching designed to empower our multigenerational workforce to advance to new levels of responsibility and impact
- Actively building a pipeline of diverse candidates through an array of national leadership development programs including KPMG's Future Diversity Leaders program and our partnership with NAF to mentor young diverse students as they pursue careers in finance and accounting

Living at the intersection of KPMG's focus on Lifelong Learning and Inclusion & Diversity, KPMG's Network of Women (KNOW) was originally established in

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2003 and has since grown to more than 60 chapters, including one in Boston. KNOW plays a major role in supporting the advancement of women at KPMG and at our clients. KPMG is currently tied for the firm having the highest percentage of female equity partners among Big Four accounting firms, and is a recipient of the prestigious Catalyst Award, an honor given to only a select few organizations in recognition of their programs to support and advance women in business.

One cornerstone program offered by KNOW is KPMG's Executive Leadership Institute for Women (KELIW). This program is designed to equip participants with an extensive understanding of the principles and practical skills that will allow them to achieve leadership excellence.

At KPMG, we believe that education unlocks potential. Our investment in lifelong learning is helping strengthen literacy rates, build skills in business, engineering, technology and math, and preparing future generation of business leaders to take us into the next century of growth.

ROB ARNING

Head of Citizenship, KPMG and Chairman, KPMG Foundation

In 2017/18, KPMG's Boston office opened up the KELIW program to emerging women leaders within KPMG, and externally across our Boston clients. For entry into the program, participants are nominated by their executive sponsor at their company. Once approved for participation, the cohort is led through four half-day in-person leadership sessions over the course of one year. Additionally, between each in-person session, monthly virtual meetings provide personalized instruction and coaching from experienced executives who are also trained psychologists, researchers, and PhDs.

KELIW offers these emerging executives an opportunity to network with a diverse group of senior women leaders that represent a cadre of prestigious global companies alongside locally-based practical instruction in leadership development that enables them to deliver an immediate impact on their workplace and their careers.