



Diversity at KPMG

Diversity on Boards Conference
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- KPMG is one of Australia's largest professional services firms offering a range of audit, tax and advisory services to private and public sector clients.
- Our Australian practice consists of more than 340 partners and 5,000 people providing professional and support services.
- We are affiliated to KPMG International, a global network of professional services firms of over 100,000 people in around 140 countries.

KPMG's Vision

- To be the leaders in our markets
- To be globally consistent organisation providing multidisciplinary i.e. Audit, Tax and Advisory Capabilities
- To turn knowledge into value for the benefit of our clients, our people and the capital markets.

Underpinning this is our people first strategy to “Engage our People” of which diversity is a key component.

People First Strategy

- Our objective is to maximise the engagement of our people through initiatives that focus on best Practice Retention, Attraction and Assimilation and Diversity Programs.
- We want to be acknowledged internally and externally as having best practise Diversity
- We must be positioned as the career destination of choice and successfully integrate new people to ensure an effective and welcoming transition valuing and employing the breadth of diversity amongst our people.

Why is Diversity important to reach our Business Objectives

Key Forces:-

- Talent and skills shortage
- Power shift from Employer to Employee
- More complexity and diversity in workforce – age, gender, race, sexuality, ethnicity, carer responsibilities, disability, indigenous etc
- Aging workforce
- Work/Life Balance
- Globalisation
- War for Talent
- Increased technology
- Client expectations – 24/7

Business Benefits of a Diverse Workforce

- Better able to attract the best employees – tap a wider talent pool
- Better able to retain the best employees – more inclusive culture
- Decreased turnover and absenteeism
- Recognise and promote the needs of clients with workforce reflecting diversity of the communities in which we do business.
- Compete more effectively globally
- Greater creativity and innovation with different work styles and perspectives
- More cohesive and productive teams which increase productivity and profitability
- Employer of Choice /Enhanced image
- Improved employee commitment and morale

Diversity Advisory Board

- The Diversity Advisory Board (DAB) drives KPMG's diversity strategy.
- Established in January 2006.
- Aim to encourage a workplace that is inclusive and respectful towards the diversity of our people, their ideas, professional insights and personal perspectives, and that empowers every person to reach their full potential.
- Consists of 11 senior partners, representing each business division and state with each having responsibility for specific focus areas.
- Partners assisted by sub groups from HR

Purpose

DAB initially formed subgroups to focus on the following 6 areas:

- Gender
- Flexible Work/Childcare
- Religion & Ethnicity
- Disability
- Age
- Sexuality & Gender diversity

Recently a new sub group has been formed - Indigenous

This presentation will focus on gender and flexibility initiatives for FY08.

Statistics

- Partners – 15% - Female (increased by 38% over 2007)
- Senior Managers – 39% Female
- Turnover (March Quarter):-
 - Partners 0% female, 100% male
 - Senior Manager – 35% female, 65% male
- Part time partners - 12 female, 2 male
- 40% all staff have used one or more flexible work arrangements
- 66% response rate to 2007 Diversity Survey

Statistics

- 84% resumption rate from Parental Leave
- 86% of staff who return from Parental Leave take up a Flexible Working Arrangement
- Females accounted for 47% of internal promotions
- Over 50% of overseas assignments/ secondments were assigned to women
- Females accounted for 55% of approved post graduate studies

Gender - Objectives

To increase and retain:

- female representation at Senior levels
- number of female Partners/Executive Directors as a % of intake and of partnership as a whole (by division)
- number of staff adopting flexible work practices (by division)

Gender

- External career resiliency programs, such as Xplore for Success and My Mentor.
- Executive Women's Development program for selected high potential women – external business course, one to one coaching, .
- Organising regular women's networking events.
- Sponsoring the Serious Women's Business Conference.
- National sponsor of the Women on Boards network for women seeking directorships on national boards.
- Celebration of International Women's Day

Gender

- Established accountability for increasing number of women in partnership pipeline
- Gender metrics and reporting mechanisms
- Parental leave courses for pregnant women and their spouses.
- Parenting workshops and return to work forums (post parental leave).
- Family Support for You program which aims to provide initiatives that allows for a better balance between work and family life.

KPMG is recognised as an Employer of Choice for Women.

Flexibility/Work/life balance

- Employee assistance program
- Variable work hours
- Job share
- Career break
- Part time
- Flexible start finish times
- Annual family days
- Purchased additional annual leave (up to four weeks)
- Complimentary copy of the complete Parenting Guide for all new parents

Flexibility/Work/life balance

- Emergency childcare through the Dial-an-Angel program
- Access to the Care for Kids searchable database
- On-line childcare and eldercare information kits
- Life Institute parenting and caring workshops
- Reserved places at Sydney CDB Childcare Centre
- Family Biz online reference tool – caring tips and advice for babies, toddlers, children, teenagers, children with disabilities and elderly relatives
- On-line flexible work and parental leave toolkits
- Pilot School Vacation care program

Where to?

- Diversity Survey results and other key indicators have been reported back to all staff starting with the CEO and National Executive Committee
- The Diversity Advisory Board has closely analysed the statistics and results as part of their ongoing review of current initiatives and this will then feed in to initiatives going forward.