

KPMG

KPMG's CEO, Lindsay Maxsted, launched the firm's *People First* strategy in 2005. The *People First* strategy ensures KPMG creates an environment where people are given opportunities to flourish and realise their full potential. The strategy recognises that all employees are different and seeks to create a work environment that is inclusive and embraces the diversity of all people.

Over the past three years under Mr Maxsted's leadership, the number of female partners has grown significantly. During FY2006, 31 percent of the people admitted to the partnership were female.

KPMG formed a Diversity Advisory Board in January 2006 to create a focus on diversity and specifically the position of women within the firm. The advisory board is made up of partners who represent various divisions and locations across the firm and is sponsored by Lindsay Maxsted and the National Managing Partner for People, Performance & Culture, Peter Nash. The advisory board has had an initial focus on the advancement of women to ensure KPMG is attracting and retaining women to the firm on an equal basis.

Some of the specific programs the firm offers to women are as follows:

- *Family support for YOU*, which was designed and rolled out in early 2006 and aims to assist men and women balance their family lives with their work commitments. A major part of the program is to ensure we achieve true flexibility. The take up of this program has been predominantly by women, as many women are taking on the primary carer role after having children. Under this program some of the initiatives we offer include emergency childcare, paid parental leave, flexible work arrangements, ability to purchase additional annual leave as well as pre parental and return to work workshops.
- A career resiliency program to enhance the careers and experiences of women at various levels within the firm. The program focuses on communication styles, self awareness and self confidence as well as providing the participants with individual profiling and access to mentors and networks.
- Serious Women's Business Conference sponsorship and attendance.
- Women's Executive Development program which offers very senior women a range of development options to select from to suit their specific development needs, such as one on one executive coaching.
- Networking opportunities for KPMG females both on an internal and external basis.

KPMG's overall staff turnover has dropped significantly from 19.3% in FY2005 to 15.7% in FY2006. Our goal is to equalise turnover on a gender basis and we are proud to say that our female turnover dropped to 16.8% in FY2006.

KPMG Media Contact

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KPMG partners available for interview – please deal directly with Daniel Fitzpatrick to arrange all interviews (Contact details above)

- Lindsay Maxsted, CEO
- Peter Nash, National Managing Partner, People Performance & Culture
- JoAnne Stephenson, National Managing Partner, Risk Advisory Services