

KPMG

- External career resiliency programs, such as Xplore for Success – Partner presentations
- 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.
- Membership of the Women on Boards network for women seeking directorships on national boards.
- Celebration of International Women's Day
- Established accountability for increasing number of women in partnership pipeline
- Gender metrics and reporting mechanisms
- Parental leave courses for pregnant women and their partners/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.

We have been an Employee of Choice for Women since 2006

- 12 weeks paid parental leave all staff
- Working from Home
- Job share
- Career break
- Part time
- Flexible start finish times
- Annual family days
- Purchased additional annual leave (up to four weeks)
- Complimentary copy of "Baby Love" a parenting guide for all new parents
- 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/aging 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 – Camp Australia

A Senior Manager responsible solely for Flexible Workplace Practices was appointed November 08

- Intranet Sites - Diversity for Us and Family Support for you
- Global Diversity Intranet site
- Booklets – Embracing Difference, Family Support for you, Eldercare, Childcare
- Training – Online EEO/Diversity Course
- News & Announcements – new initiatives and days/weeks of significance eg International Women's Day
- People and Community News – on-line and hard copy
- People News (Global) – Diversity Section
- Flexible Work Toolkit
- On-line Resources – Family Biz, Raising Children's Network
- On-line Childcare Locator
- 16 % female partners (up from 12.5% in 2006)

- Gains in female representation in management over the year, i.e. managers - 49.6% to 51%, senior managers 38.8% to 40%.
- 16 female partners and 107 female senior managers work part-time
- 87% resumption rate from parental leave, 72% resume in flexible working arrangements
- Gender pay equity - overall firm gap minimal
- 43.4% of all promotions across firm were women
- 125% increase in number of women attending Senior Management Development Courses, 200% increase attending PAC
- More women than men promoted to senior manager in 08 (56f, 49m)
- Number of women attending Xplore Career Development and Resiliency Course increased 189 (c/f 127 2007)
- More women than men were recruited in both the lateral hire and graduate categories. Graduates - 53% female/47% male. Lateral Hires 54% female, 46%male.
- 85 % of female staff felt partners and managers supported diversity (86% male)
- Our Global Diversity Intranet site recently launched at the beginning of 2009 and to tie in with International Women's Day, a sub-site was launched i.e. Women@KPMG
- Employer of Choice for Women since 2006