



KPMG Georgia LLC

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To our stakeholders:

I am pleased to confirm that KPMG Georgia LLC reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'K. Rukhadze', written over a light blue horizontal line.

Kakha Rukhadze,

Managing Partner



## **Human Rights**

### **Assessment, policy and goals**

Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.

As we continue to work to carry out our commitment to the UN Guiding Principles for Business and Human Rights, we are serving as a role model in helping to influence and empower communities around the world and in Georgia, as they seek to bring meaningful change to their local societies. We seek to work with clients on a broad range of issues related to human rights through our multiple service lines.

### **Implementation**

Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.

KPMG in Georgia is focusing its resources on the following: Supporting economic and social development of the society and on inspiring leadership and serving as a role model in terms of Human Rights for others. Supporting various campaigns such as Red Cross campaign for Socially vulnerable families.

Supporting equal rights for education for young generations throughout various campaigns such as Charte project.

### **Measurement of outcomes**

Description of how the company monitors and evaluates performance.

KPMG constantly consults with the stakeholders regarding the Human rights, it works with the organizations which are closely working with the Human Rights empowerment issues in Georgia. KPMG's management is involved in different committees of different chambers of commerce which are working on Human Rights issues in Georgia.

## **Labour**

### **Assessment, policy and goals**

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.

KPMG in Georgia has the written company policies to uphold the freedom of association and collective bargaining of forced labour, child labour and employment discrimination. KPMG in Georgia has the written policies that clearly state employee rights and responsibilities and their compensation and benefits.



## **Implementation**

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.

KPMG in Georgia constantly informs its employees about their rights, as well as it insures and describes to them all health and safety related issues. KPMG in Georgia has the human resource policies and procedures supporting the labour principles which compete with the labour Code of Georgia and offer the better terms to the employees in comparison with many companies operating on the market.

## **Measurement of outcomes**

Description of how the company monitors and evaluates performance.

KPMG in Georgia pays attention at the diversity factors, such as gender, ethnicity, age, etc. KPMG in Georgia proves to be one of the most prominent companies operating in the market in terms of diversity. KPMG in Georgia holds an external audit on a yearly basis.

The Senior Management reviews the results on a constant basis, as well, as employees have the right to evaluate the management on a semi-annual basis.

## **Environment**

### **Assessment, policy and goals**

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies. public commitments and company goals on environmental protection.

Helping the environment is understood by KPMG as enabling our employees to undertake a range of measures to make our office as green as possible. We aim to encourage our staff to constantly increase their ecological awareness and to participate in various local and international ecological events and initiatives. In addition, KPMG works with green NGOs, promotes environmental volunteering, and encourages people to adopt animals. Our environmental approach thus includes both the long-term care of our employees' health in combination with a positive contribution to nature.

### **Implementation**

Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.

KPMG supports the following initiatives:

Green office; plastic cutlery banned in the office; Providing reusable water bottles to each employee; Using reusable bags; planting and rubbish collection; animal protection.

KPMG constantly holds internal campaigns to support the environment protection.



### **Measurement of outcomes**

Description of how the company monitors and evaluates environmental performance.

KPMG is one of the most prominent companies in Georgia in terms of environment protection. It deals with charity events aimed at environment protection; it plants the trees and collects rubbish constantly; it helps the Dog Shelter.

The results re periodically reviewed and evaluated by the senior management which is always open for the new initiatives.

### **Anti-Corruption**

#### **Assessment, policy and goals**

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.

KPMG has an internal Risk management Department which strictly controls the bribery and corruption matters.

KPMG has a written policy regarding the corruption, bribery and extortion, as well, as it has a protocol to guide staff in the extortion or bribery, as well, as the policy requiring the business partners to report all bribery issues.

#### **Implementation**

Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.

KPMG has the special trainings for all employees which explains to them all the risks regarding the bribery and corruption, as well, as the several steps checklist procedures to eliminate all the risks.

KPMG has the Risk management officers who have the responsibilities to eliminate any kind of bribery, corruption and other fraud within the company.

#### **Measurement of outcomes**

Description of how the company monitors and evaluates anti-corruption performance.

KPMG has several risk management internal procedures which insure the zero tolerance to the bribery, corruption etc.

This includes: checklists, reporting system, QPRs. etc.