



Modern Slavery and Human Trafficking Statement

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps that KPMG (“KPMG Ireland”) has taken to prevent modern slavery and human trafficking within its business.

Overarching Statement

At KPMG Ireland, we pride ourselves on being a responsible business committed to acting with integrity for our clients, our people, our suppliers and the wider community. As a sign of our commitment to respecting human rights, KPMG Ireland has signed up to a human rights statement consistent with the UN’s Guiding Principles on Business and Human Rights which was issued by KPMG International.

In following these principles, KPMG Ireland:

- undertakes to avoid causing or contributing to adverse human rights impacts through its own activities and to address such impacts when they occur; and
- seeks to prevent or mitigate adverse human rights impacts that are directly related to its operations, products or services through its business relationships.

Together with our objective to be a leader in global economy, KPMG Ireland aims to act as a role model for the business community. One aspect of this includes ensuring ethical conduct, which includes aspiring to the 10 principles of the UN Global Compact, including

human rights, as expressed through the Global Code of Conduct. The Code includes our commitment to:

- follow high standards of ethical conduct around the world;
- work with clients, suppliers and subcontractors that live up to KPMG Ireland’s core ethical standards; and
- act lawfully, ethically and in the public interest.

As part of KPMG Ireland’s supply of services, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking. In particular, KPMG Ireland is committed to ensuring that there is no modern slavery or human trafficking within its business or suppliers and all are expected to comply with our values and policies on these matters.

KPMG’s Organizational Structure

KPMG Ireland operates through a number of partnerships, formed under the Partnership Act 1890 and governed by a formal Partnership Deed, where each partner has one vote.

KPMG Ireland is affiliated with KPMG International, a Swiss cooperative which is a legal entity formed under Swiss law.



Further detail available [here](#).

KPMG's Governance Structure

KPMG Ireland applies high standards of corporate governance and we are totally committed to ensuring that we stay at the forefront of good governance.

The Managing Partner acts as the chief executive of the firm and manages the firm in accordance with its policies. Along with the Managing Partner there are a number of other principal bodies that deal with key aspects of Governance within the firm. These are:

- The Policy Committee;
- The Executive Team;
- The Executive Council;
- The Public Interest Committee;
- and
- The Remuneration Committee.

Operational responsibility for the system of quality control, risk management and compliance has been delegated to the Head of Risk Management who reports directly to the Managing Partner and is a member of the Executive Team which underlines the importance that our firm places on risk and quality. He is responsible for setting overall professional risk management and quality control policies and monitoring compliance. The Risk Management function is also responsible for establishing policies and procedures in relation to ethics, and independence, and for

monitoring compliance with these policies and procedures.

Our Approach

KPMG Ireland has a zero-tolerance policy to slavery and human trafficking. We rigorously strive to work to the highest professional standards to help ensure that we comply with all laws and regulations applicable to the firm. All our suppliers and alliances are expected to follow the same high standards.

In line with our values, we strive to understand our suppliers as well as sharing our values with them. Our existing ethics policies advocate these values and put in place protection to mitigate modern slavery and human trafficking risks.

Our Policies

Our current policies in relation to modern slavery are subject to ongoing review, however, we have taken care to ensure that the relevant aspects of this issue are covered within our existing policies, which, include the following:

Code of Conduct

Our Code of Conduct expressly lays out our commitments to ethical behaviour. These include our commitments to:

- work with clients, suppliers, and subcontractors that live up to KPMG Ireland's core ethical standards;



- provide a safe and healthy work environment;
- maintain a just and fair approach to remuneration; and
- not tolerate illegal or unethical behaviour by our people, our clients, our supplier or by public officials.

are continuously reviewing and improving our current policies and procedures.

Whistleblowing Policy

We encourage all employees, suppliers, business partners and alliances to report any concerns where they have reason to believe that there has been a serious failure in the application of a KPMG Ireland's policy or procedure or that possible illegal, unethical or improper conduct. The whistleblowing policy is designed to make it easy for our reporters to make disclosures, without fear of any detrimental treatment.

Supplier Due Diligence and Risk Assessment

KPMG Ireland carries out thorough due diligence of its suppliers and has in place procedures to identify, mitigate and monitor potential risks modern slavery and human trafficking.

Next Steps

As part of our commitment to mitigating the risks of modern slavery and human trafficking, we

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes KPMG Ireland's modern slavery and human trafficking statement for the financial year ending 30 April 2018.