



## Pearl Initiative

Event Report: Business Pledge Student Lecture



Event Report

## A more inclusive workplace with KPMG

*Business Pledge Student Lecture*



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The Pearl Initiative launched the Business Pledge to call upon senior business leaders across the Gulf Region to make a public commitment to adhere to principles of ethical and responsible conduct when carrying out business and interacting with society.

The Business Pledge allows business leaders the opportunity to showcase their best practices in ethical business conduct whilst bringing students and business leaders together to discuss the four pillars of the Pearl Initiative's Business Pledge programme, these being:



## Acknowledgements

The Pearl Initiative team would like to thank the following organisations and individuals for their valuable input, time, and engagement with our programme:

- KPMG
- Kalyan Krishnan, Senior Manager, Global Corporate Citizenship, KPMG
- Ahlia University
- Dr. Gagan Kukreja, Professor, Ahlia University
- Ahlia University students

The Pearl Initiative team would also like to extend a special thank you to PepsiCo as supporters of the programme and the Business Pledge Initiative.





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### Event Summary

Event Location: KPMG Fakhro

Students of Ahlia University had the opportunity to visit KPMG Fakhro on the 9<sup>th</sup> of December 2019 as part of Pearl Initiative's student engagement programme.

The objective of the Business Pledge is to invite senior business leaders from the Private Sector to make a public commitment towards promoting responsible and sustainable business in line with good corporate governance practices across the Gulf Region.

Mr. Kaylan Krishnan, the Senior Manager of Global Corporate Citizenship at KPMG kicked off the session with a brief introduction of KPMG and its inception in Bahrain in 1968. Having over 300 professionals from 17 different nationalities, an inclusive workplace is vitally important for success at KPMG. Having 60% of their workforce of national origins, the firm believes their investment in local talent has proved beneficial for KPMG and the community of Bahrain.

The topic of having a more inclusive workplace is especially important for students, Mr. Krishnan went on to say, due to its importance on being a driver of creativity and innovation in organizations.

Fostering innovation at KPMG, the Jassim Fakhro Fund, founded in 2001 is in place for young Bahrainis seeking to diversifying their professional portfolio of skills. A mentorship is also in place for candidates that seek clarity on information and the alignment of professional certifications to their career.

An expenditure of USD 1.130 million (BD 426,000) was allocated to 160 Bahraini employees who sought professional development since 2001 till date. Mr. Krishnan who emphasised the importance of diversification in the workspace and its knowledge transfer, also shared that employees are provided paid-leaves to obtain such certifications and thus raising the bar for KPMG Bahrain.

A more inclusive workplace creates an air for going above and beyond the call of duty, innovative ways of effectively working as well as supporting one another. The aim to deliver customer-tailored services to KPMG clients, characteristics of a diverse team of talent brings KPMG closer to its objective for service delivery.

Mr. Krishnan concluded the session by briefly touching upon an initiative in collaboration with VisionFund International, that supports women entrepreneurs through microfinance. Expending this financial support, knowledge transfer and skill-support to women, KPMG puts their values into action by inspiring confidence and empowering change.