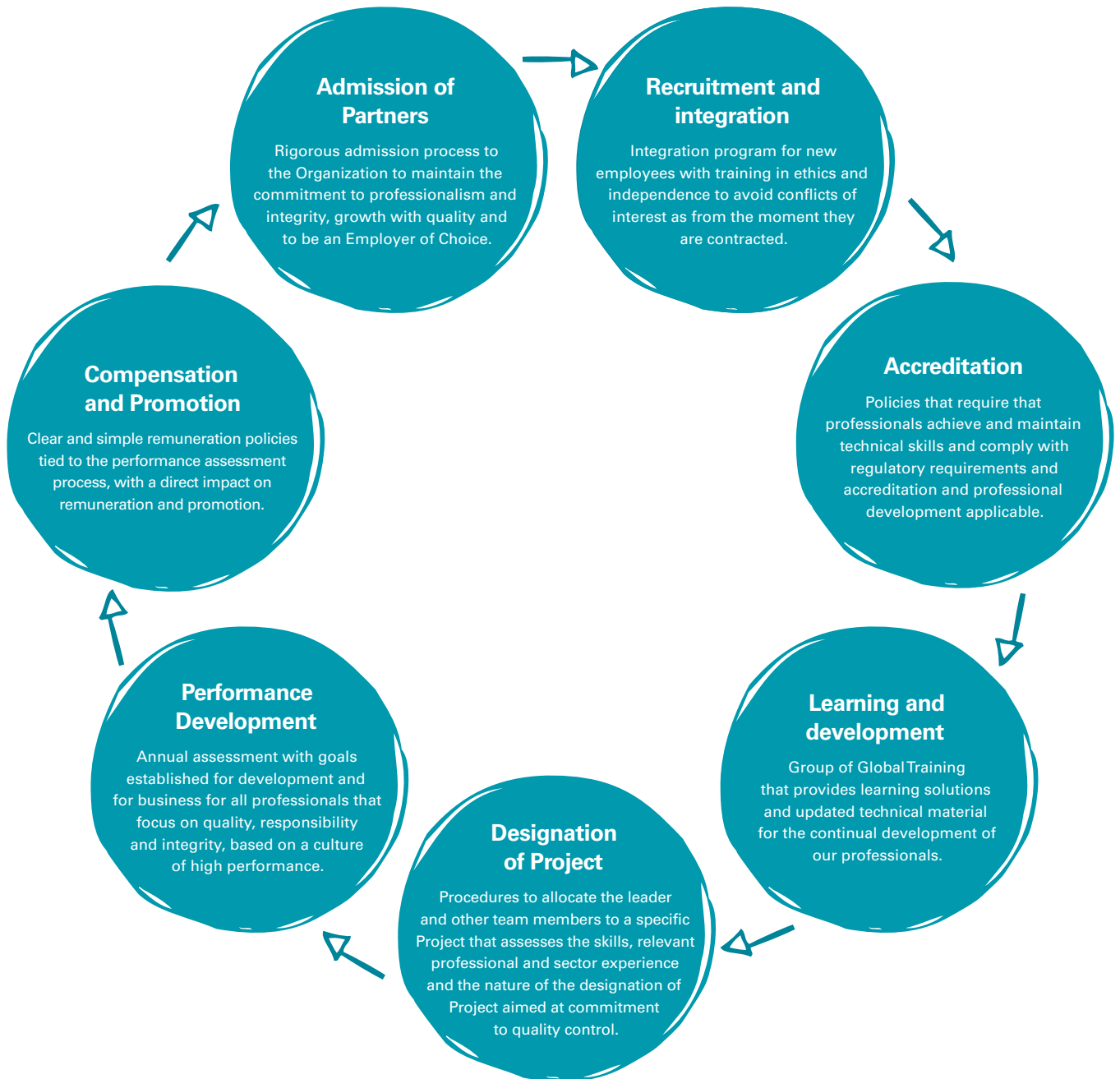


## People management, training and development





## Sentinel

Before being initiated, all projects at any member firm of KPMG international are also included in Sentinel for screening by audit leads, who may then approve or reject the engagements of restricted clients. Where the system identifies an existing or potential conflict of interest that cannot be eliminated, our policy is to reject the project.

The complex and dynamic nature of our work and the environment in which we operate demand that we continually seek professional excellence. People are our core asset and therefore constitute one of the groups integrating our risk management and quality program. In addition to the specific training described above, our people management includes actions to attract, retain, train, develop and recognize our professionals, which reflect the way we want to grow and be recognized (read more in *People*).

We strive to prevent conflicts of interest from arising and to ensure our professionals operate in an independent, ethical and objective manner through a global proprietary system called Sentinel. We have also implemented the rotation of Audit partners, in compliance with legislation, which limits the number of years that the leaders can provide this type of service to the same client. This change of leaders helps us develop transition and succession plans, supporting the continuity of our business. [GRI 4.6](#)

### Client and engagement acceptance and continuity

Our policies and procedures also include assessing risk in support of decision making regarding the acceptance of and continuity with clients and projects, such as through CEAC and Sentinel. Strict compliance with these policies and procedures is essential for us to provide Professional services with the quality and integrity necessary to build more ethical and sustainable markets.

#### Acceptance of potential clients

- Identification of risks by assessing the company's background, its administration, businesses and other relevant issues, focused on integrity
- Acceptance or otherwise of a client is determined by a partner who assesses the client, and this must be approved by the partner responsible for risk management, when necessary.

#### Acceptance of potential projects

- Assessment of the risks and skills of the client's financial management team, including safeguards in addition to the services, in order to mitigate any risks identified
- Assessment of other relationships and services provided by KPMG to the potential client that are not related to the Project, to avoid potential conflicts of independence
- Acceptance of the Project is approved by its potential leader, and another senior professional, when necessary.

#### Continuance of clients and projects

- The continuity of each client and Project is assessed every 12 months, or less if specific integrity issues are identified. -The company's risk factors are revised, as well as any changes affecting the continuity of the services provided.