


RSM Kuwait

Sustainability Report 2022



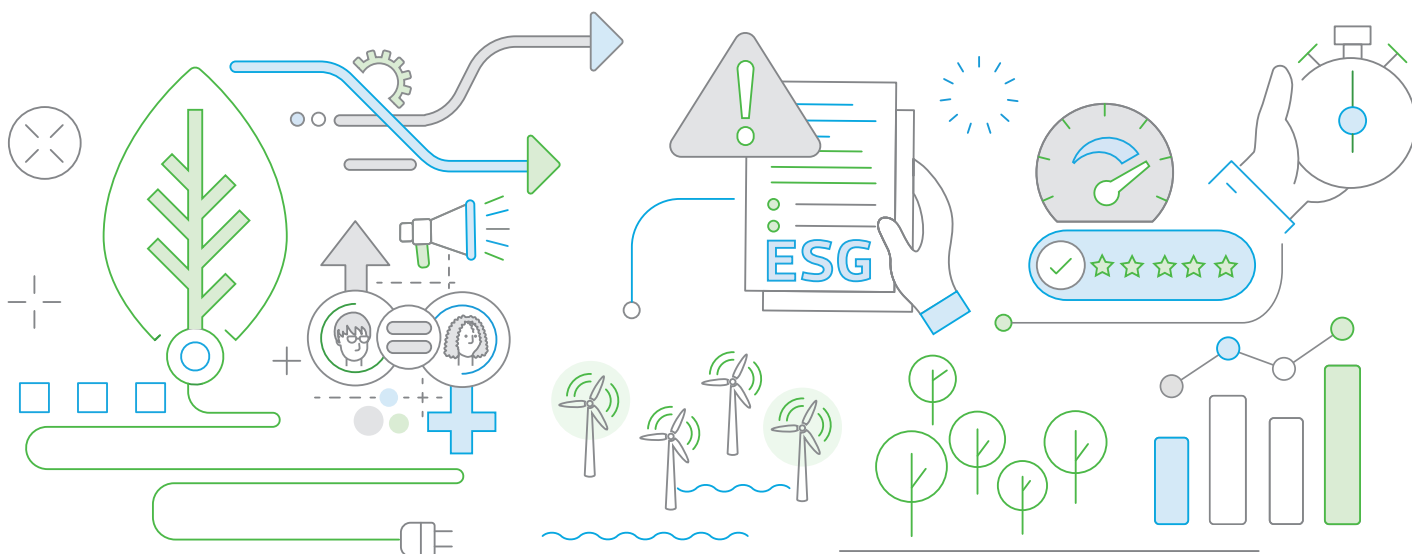
Leading by Example:
How RSM Kuwait is
Advancing Sustainability





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Contents



1 | Overview

1.1. About this Report.....	5
1.2. Message from the Chairman.....	6
1.3. Message from the Office Managing Partner (OMP).....	7
1.4. Our Sustainability Highlights	8
1.5. About Us	10
1.6. Stakeholder Engagement.....	12
1.7. Materiality Assessment	15

2 | Social and Environmental Metrics

2.1. Human Capital Management.....	19
2.2. Talent Attraction and Retention.....	21
2.3. Occupational Health and Safety.....	22
2.4. Colleague Rights.....	22
2.5. Contributing to Society.....	22
2.6. Resource Management.....	24
2.6.1. Paper Waste Reduction.....	24
2.6.2. Paper Waste and Recycling	24
2.6.3. GHG Emissions.....	26

3 | Governance and Marketplace Metrics

3.1. Governance	29
3.1.1. Risk Management	29
3.2. Business Ethics and Compliance.....	30
3.3. Service Stewardship.....	31
3.4. Client Confidentiality	32
3.5. Value Outcomes for Clients.....	33

4 | Appendix

4.1. GRI Standards Index	35
4.2. GRI Materiality Alignment.....	62
4.3. Training Index.....	64
4.4. RSM Kuwait Selected Policies.....	66

1. Overview

- 1.1. About this Report
- 1.2. Message from the Chairman
- 1.3. Message from the Office Managing Partner (OMP)
- 1.4. Our Sustainability Highlights
- 1.5. About Us
- 1.6. Stakeholder Engagement
- 1.7. Materiality Assessment



Leading by Example: How RSM Kuwait is Advancing Sustainability

1.1. About this Report (GRI 2-3)

The *RSM Kuwait Sustainability Report 2022*, titled "*Leading by Example: How RSM Kuwait is Advancing Sustainability*", represents the fourth sustainability report released by RSM Albazie & Co. (referred to as "RSM Kuwait" or "the Firm" throughout this document). The report has been written in accordance with the GRI 2021 Standards and focuses on the operations of RSM within Kuwait and covers the period from 1 January 2022 to 31 December 2022. The GRI Content Index is published at the end of this report. RSM Kuwait consistently publishes such reports on an annual basis, with the most recent report being published in 2021.

For any inquiries relating to this report, please contact the dedicated RSM Kuwait team, who are on hand to help. Contact can be made through various channels, including postal mail, telephone, fax, email, or online communication.

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1.2. Message from the Chairman

(GRI 2-22)

Dear stakeholders,

I am delighted to share with you RSM Kuwait's Sustainability Report, which reflects our commitment to sustainability and Environmental, Social, and Governance (ESG) principles. This report serves as a testament to our efforts and highlights the valuable contributions we have made towards fostering sustainability.

We firmly believe that sustainability is integral to our business success and resilience. We understand the significance of ESG considerations in shaping our decision-making processes and ensuring long-term value for our stakeholders. Our dedicated Sustainability Team is committed to support businesses in their ESG journey, providing comprehensive guidance and solutions that align with their goals and aspirations.

Our aspirations are centered around building relationships with our stakeholders, grounded in a deep understanding of their needs and aspirations. We recognize that transparency and trust are vital in maintaining these relationships, therefore we prioritize open and honest communication. This has resulted in stakeholders entrusting us with their business and allowing us to be part of their sustainability journey.

We act as a responsible corporate citizen by remaining committed to providing quality services, tailored solutions, and valuable insights that help our stakeholders navigate the complexities of the ESG landscape. In this context, we continuously measure and track our performance, identifying areas for improvement and taking proactive steps to enhance our operational efficiency. By aligning ourselves with global and national sustainability frameworks, such as the United Nations' Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI), we ensure that our efforts are guided by internationally recognized standards.

Our dedication to sustainability extends beyond the confines of our Firm. We deeply care about our community and the environment, actively engaging in initiatives that create a positive impact. We understand that by embracing sustainability, we contribute to a better future for generations to come.

This Sustainability Report serves as a testament to our commitment to transparency, as we disclose vital information about our policies, ethics, and the impact of our operations. I invite our various stakeholders to explore this report and witness the strides we have made in our sustainability and ESG efforts. Together, we look forward to embracing the challenges and opportunities that lie ahead, as we work towards a more sustainable and inclusive future.

Dr. Shuaib A. Shuaib
Chairman, RSM Kuwait





1.3. Message from the Office Managing Partner (OMP)

(GRI 2-22)

Dear stakeholders,

It gives me great pleasure to share with you the progress we have made in our commitment to sustainability and Environmental, Social, and Governance (ESG) practices. As we continue our journey, I am pleased to have this opportunity to highlight our achievements and our dedication to our stakeholders and the environment.

I am delighted to report that during the year 2022, we achieved a reduction in our total greenhouse gas (GHG) emissions. This accomplishment demonstrates our Firm's steadfast commitment to mitigating climate change and our proactive approach in minimizing our environmental impact.

Moreover, our pursuit of sustainability has resulted in notable achievements in waste reduction and recycling. We have implemented robust waste segregation practices. This initiative not only demonstrates our commitment to responsible waste management but contributes to the conservation of valuable resources and the reduction of our ecological footprint.

In addition to our environmental efforts, our commitment to talent management has been unwavering. We are proud to share that RSM Kuwait has welcomed a number of talented individuals to our team, ensuring that we continue to attract top talent and strengthen our capabilities to better serve our clients. Our focus on talent acquisition and retention remains a priority, as we firmly believe that our dedicated professionals are instrumental in taking our practice forward.

As we reflect on our accomplishments, we remain committed to continuously improving our sustainability performance, engaging with our stakeholders, and contributing positively to society. We recognize the importance of transparency and accountability, and we plan to continue to uphold our high ethical standards while fostering a culture of integrity and excellence.

Our achievements would not have been possible without the unwavering dedication and collective efforts of our colleagues. I extend my gratitude to our talented team for their commitment to our sustainability goals and their unwavering focus on delivering exceptional client service.

I would like to express my sincere appreciation to our valued stakeholders for their continued trust and support. Your partnership is invaluable as we navigate the challenges and opportunities of the future, together.

Nayef M. Albazie

Office Managing Partner (OMP), RSM Kuwait

1.4.

2022 SUSTAINABILITY HIGHLIGHTS



10.52%

Kuwaitization rate in managerial level



KD 20,051

Direct cost

KD 90,942.500

Indirect cost (lost Revenue)



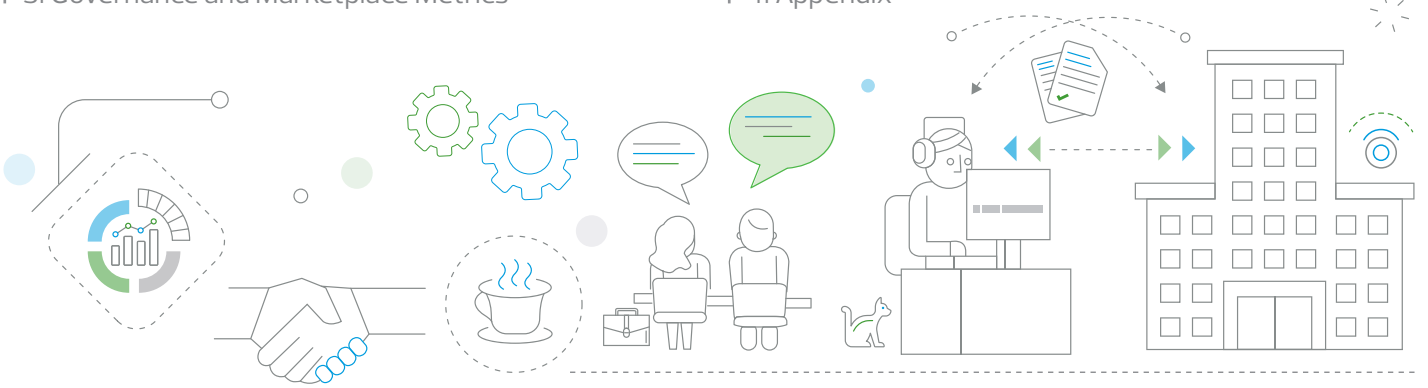
45 hours

Average training hours per colleague in 2022



0

Incidents related to injury in the workplace



0

Data leaks



100%

Paper recycling



64%

Local suppliers



5%

Increase in number of female colleagues

1.5. About Us (GRI 2-1, GRI 2-2)

RSM Kuwait was established as Kuwait Auditing Office – Bader Al Bazie & Co. in 1963 by Mr. Bader Al Bazie who was allotted Auditor Registration Number 1-A, with the purpose of meeting the assurance needs of Kuwait, which had grown since the country's independence. Since our founding, we have continued to provide professional services without interruption, which serves as a testament to our steadfast commitment to excellence.

In 2003 we began our affiliation with RSM Global, a prominent network of independent Assurance, Tax, and Consulting firms worldwide. Currently, RSM Kuwait comprises 11 partners and 165 skilled professionals delivering services for stakeholders spanning across various sectors and industries. These include but are not limited to financial services, real estate, retail, healthcare, oil & gas, telecommunications, and automotive, among others.

A noteworthy aspect of RSM Global is the firm's active involvement in promoting and celebrating entrepreneurship and business leadership, recognizing the vital role of entrepreneurs in the global economy.

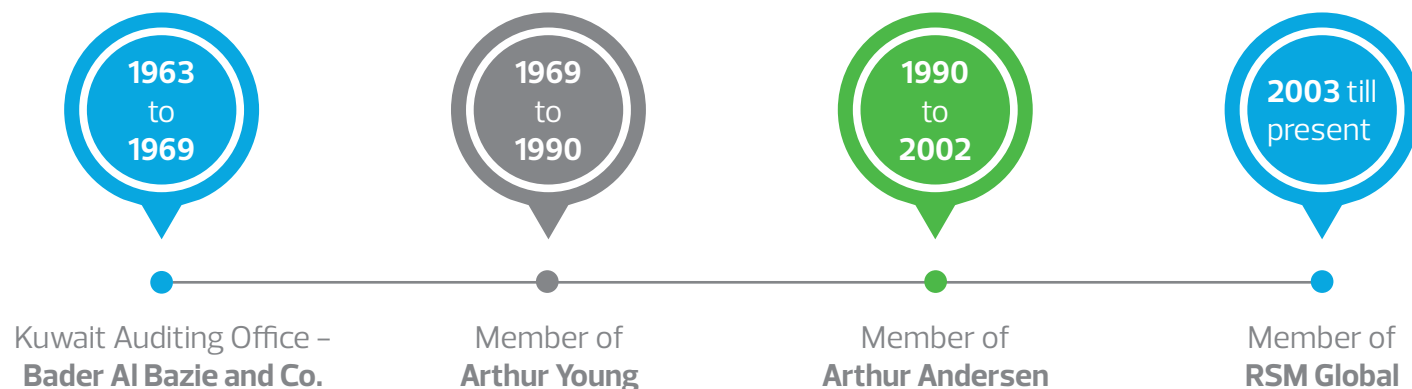
As a member of the Forum of Firms, RSM Global shares the common objective of promoting consistent and high-quality standards in Financial and assurance practices, both within its domestic markets and in meeting the international service requirements of its valued clientele.

RSM Kuwait is an established association of RSM Global. We were associated with Arthur Young for 21 years, followed by a 12-year affiliation with Arthur Andersen. Currently, we have proudly maintained our partnership with RSM Global for 21 years, solidifying our commitment to providing exceptional services in alignment with the global network.

Association (GRI 2-28)

RSM Global operates in more than 120 countries, extending its reach to the top 40 major business centers across the globe, where it is ranked as the sixth largest network of its kind. RSM Global covers the Americas, Europe, the Middle East and North Africa (MENA), Africa, and the Asia Pacific regions, with a collective workforce exceeding 57,000 professionals at the end of 2022.

Figure 1.1: RSM Albazie & Co. Timeline



Vision


As the leading provider of professional services to the stakeholders, our vision is to be known globally for delivering innovative solutions, lasting value and confidence. Our vision is focused on ensuring our clients and our people know us for the value we bring them, rather than just the individual services we provide.

Purpose


At RSM, our Purpose is to instill confidence in a world of change. It is the guiding principle for every aspect of our business – from strategy and solutions to governance and behaviours – defining our approach towards our people, clients, services and community and shaping the very essence of the RSM brand.

Values

Our values have been slightly re-framed to help them resonate more strongly in today's world, emphasizing key themes that are foundational to RSM. We have also tried to ensure that the way we present our Values also focuses on the benefit that is created from that value. By way of example, 'succeeding together' denotes the value we place on inclusivity, collaboration and collective as well as individual perspectives and effectiveness as our way of being more successful.



Respect and uncompromising integrity
We do the right thing, ensuring our actions speak louder than our words.
Succeeding together
We embrace inclusivity and individuality, and collaborate effectively to build strong relationships based on deep understanding.
Excellence in all we do
We continuously focus on quality, and strive to be the best in all we do, as individuals and collectively.
Impactful innovation
We welcome change and put insight and technology to work, making a real difference for our clients and our people.
Acting responsibly
We build a better future by demonstrating a responsibility to our people, clients, communities and planet.



1.6. Stakeholder Engagement (GRI 2-29)

Recognizing the value of continuous engagement, we prioritize interactions with our diverse stakeholders, including suppliers, clients, partners, and colleagues. Effective communication methods, as illustrated in Table 1.1, are employed to enhance stakeholder engagement, enabling improved decision-making processes and fostering accountability.

For our clients, we maintain open lines of communication through various channels, including meetings, emails, and phone calls. These interactions allow us to understand their needs and preferences, ensuring we deliver tailored solutions and exceptional service.

Internally, our partners and colleagues serve as vital stakeholders, and we conduct an annual colleague feedback survey to gain insights into their experiences and perspectives. The survey results play a crucial role in informing leadership decisions and actions aimed at enhancing our processes and policies for the benefit of our valued team members.

Engagement with our suppliers primarily takes place through email correspondence, with the frequency of communication determined by factors such as the reorder level of office supplies and contract renewal periods.



Table 1.1: Stakeholder Engagement

Stakeholder Category	Stakeholder	Selected Engagement Mechanisms	Frequency of Engagement
External	Clients	Meetings	High
		Emails	
		Phone calls	
		Engagement letters	
		Website	
		Proposals	
		Client satisfaction and feedback	
		Brochures, presentations, and other business development material	
		RSM Kuwait Engage	
		Social media	
		Insights	
	Suppliers and vendors	Emails	Medium
		Contracts and invoices	
		Meetings	
		Phone calls	
		Website	
Reports			
Government	Letters	Low	
	Compliance/ governmental reports		
	Direct meetings		
	Emails		
	Phone calls		
	Website		
	Other reports		
Community	Website	Low	
	Social media		
	Events		
	Reports		

Stakeholder Category	Stakeholder	Engagement Mechanism	Frequency of Engagement
Internal	Management	Human Resources announcements	High
		MenaMe HR system	
		Sustainability reports	
		Evaluations	
		Policies on the Intranet	
		Meetings	
		Emails	
		Phone calls	
		Customer Relationship Management (CRM) system	
		Training	
		Staff orientation and workshops	
		360 Survey	
	Colleagues	Training	High
		HR announcements	
		MenaMe HR system	
		Staff orientation and workshops	
		Sustainability reports	
		RSM Kuwait portal	
		Evaluations	
		Policies on the Intranet	
		Meetings	
		Emails	
		Phone calls	
		Code of conduct	
Customer Relationship Management (CRM) system			
Insights			
Colleague engagement surveys			
Events			
Social media			

Legend:

Low – Rarely during the year

Medium – Periodically throughout the year

High – Several times during the month

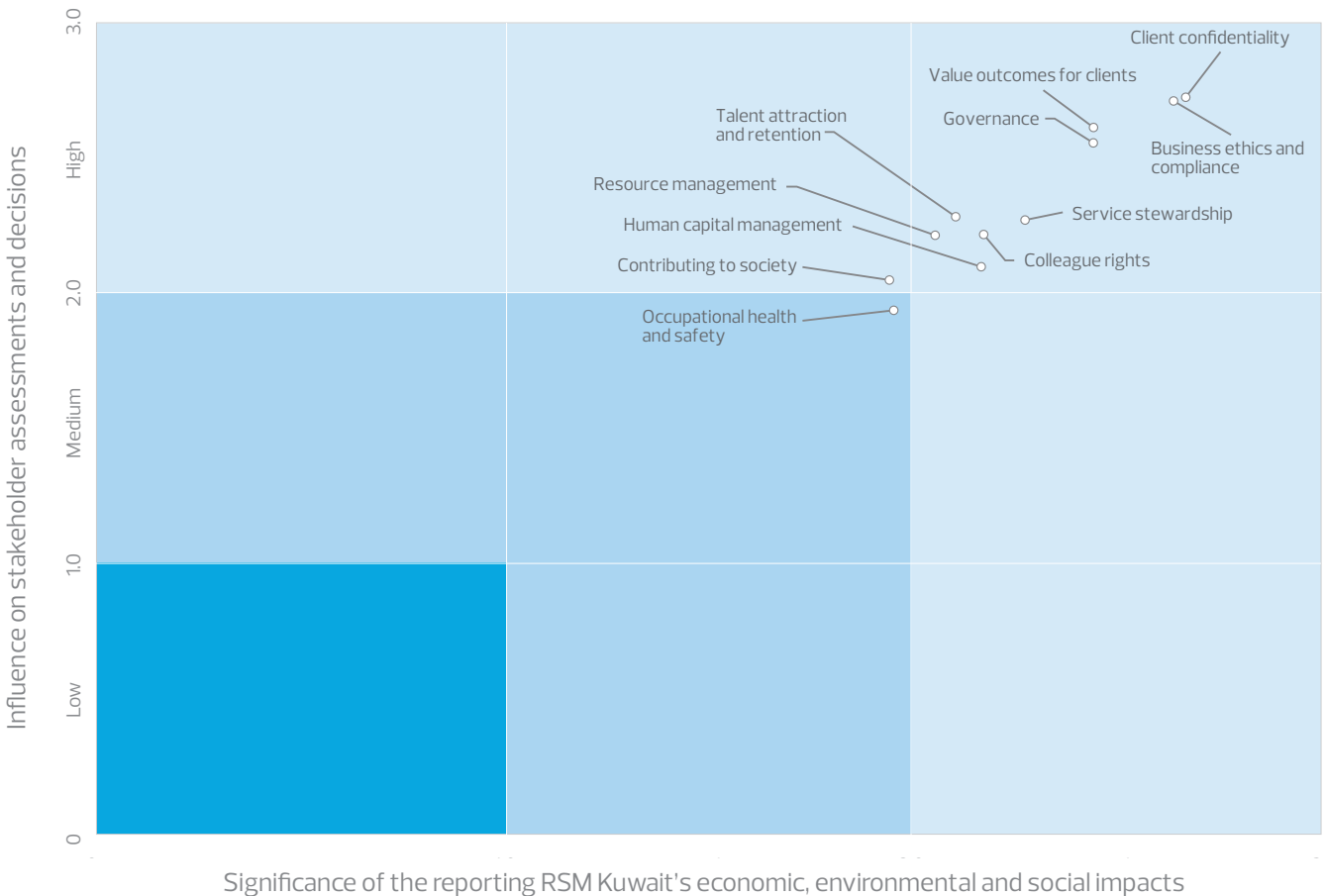


1.7. Materiality Assessment (GRI 3-2)

In our commitment to transparency and accountability, RSM Kuwait conducts a comprehensive materiality assessment as part of our sustainability reporting process. This assessment enables us to identify and prioritize the key ESG topics that have a significant impact on our business and are of utmost importance to our stakeholders.

Please refer to Figure 1.2 for a visual representation of our materiality matrix. This figure represents the degree of importance and influence per material topic.

Figure 1.2: Materiality Matrix



From the assessment, the material topics identified have been categorized based on their significance and level of influence. The table overleaf outlines the list of material topics and their respective degrees of importance and influence. A total of 18 responses were received from stakeholders rating the material topics by their significance and level of

influence. This classification allows us to prioritize our efforts and allocate resources effectively, addressing the critical areas of concern for our stakeholders and the broader community.

Table 1.3: RSM Kuwait Materiality Topics for 2022 (GRI 3-3)

Materiality Topics	Rating
Service stewardship	High-High
Business ethics and compliance	High-High
Value outcomes for clients	High-High
Client confidentiality	High-High
Human capital management	High-High
Resource management	High-High
Talent attraction and retention	High-High
Colleague rights	High-High
Governance	High-High
Contributing to society	Medium-High
Occupational health and safety	Medium-Medium

Through this materiality assessment process, we aim to align our sustainability initiatives with the expectations and needs of our stakeholders. We remain committed to continuously

reviewing and updating our material topics to ensure that we address emerging issues and remain responsive to the evolving sustainability landscape.

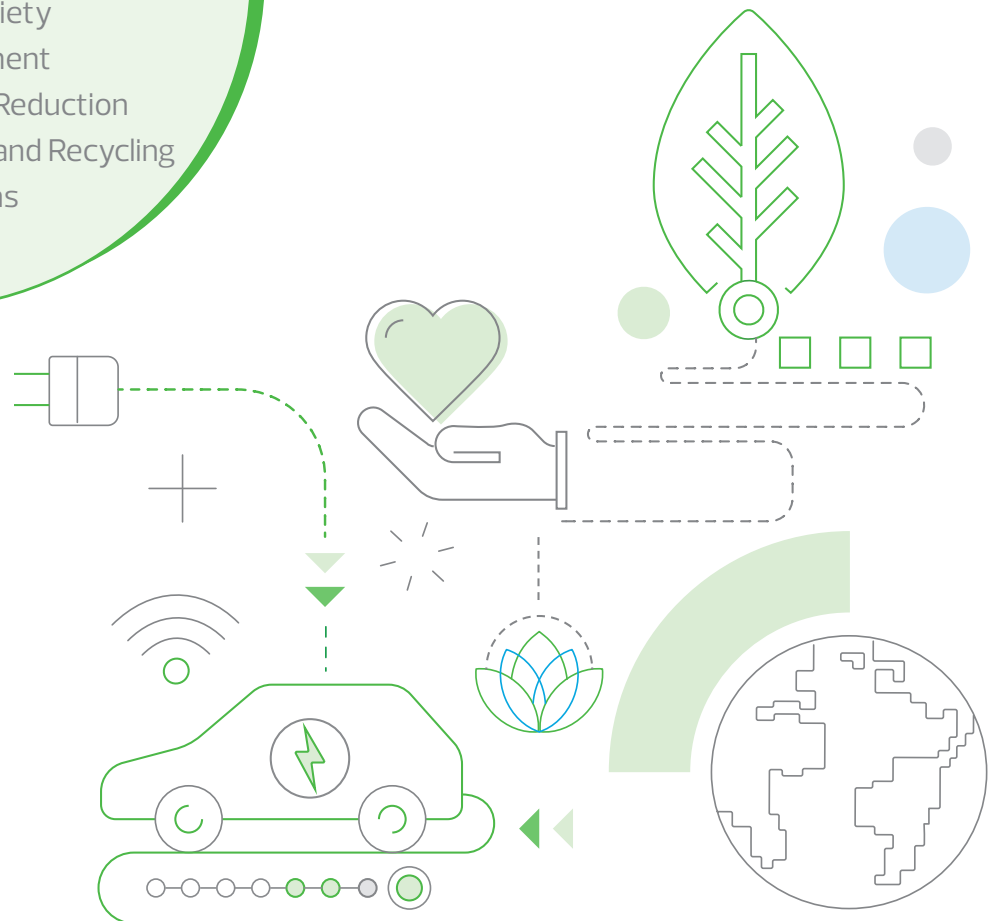
At RSM, our purpose is to instill confidence in a world of change



2. Social and Environmental Metrics

This chapter outlines how we assess and analyze the key metrics that demonstrate our impact on society and the environment. We examine our performance in areas such as community engagement, colleague well-being, diversity and inclusion, as well as environmental conservation and resource management. Through robust measurement and reporting, we strive to identify areas for improvement, set meaningful targets, and drive continuous progress towards a more sustainable future.

- 2.1. Human Capital Management
 - 2.1.1. Colleague Training
- 2.2. Talent Attraction and Retention
- 2.3. Occupational Health and Safety
- 2.4. Colleague Rights
- 2.5. Contributing to Society
- 2.6. Resource Management
 - 2.6.1. Paper Waste Reduction
 - 2.6.2. Paper Waste and Recycling
 - 2.6.3. GHG Emissions



2.1. Human Capital Management

(GRI 2-7, GRI 2-8, GRI 405-1)

We recognize that our colleagues are invaluable assets, and their well-being, growth, and development are of utmost importance. The HR Department plays a vital role in evaluating policies, implementing coaching and mentoring programs, and leveraging HR systems. We have implemented an HR System and 4Policy portal, enabling streamlined processes and effective management of HR-related tasks.

Gender Representation

At RSM Kuwait, we are committed to fostering an inclusive and supportive environment, where all individuals have equal opportunities for growth and success.

As part of our dedication to gender equality, we ensure that women within our workforce are empowered and recognized for their contributions. We strongly believe in recognizing the efforts and hard work of all our colleagues, regardless of their gender.

We uphold the principle of equal pay, ensuring that female colleagues receive fair and equitable compensation for their work.

In 2022, our total employment accounted for 166 colleagues, out of which 73.5% are males and 26.5% are female colleagues. We managed to increase our female colleague representation by 18.9% compared to last year, and there was a 5% increase in number of female colleagues out of total colleagues per year, although our total employment decreased by 9.6% - as depicted in the following table.

Table 2.1: RSM Kuwait Colleagues Comparison

Gender	2022	2021
Male	122	135
Female	44	37
Total	166	172

Kuwaitization

By nurturing a supportive work environment, we offer professional development programs, ensure equal opportunities, and empower our colleagues. In this context, as a firm operating in Kuwait, we are proud to report a Kuwaitization rate of 6.63%, showcasing our commitment to providing employment opportunities and career growth for Kuwaiti nationals. Moreover, in managerial positions, we have achieved a Kuwaitization rate of 10.52%. These figures reflect our ongoing dedication to fostering a diverse and inclusive workforce that reflects the local community.

Table 2.2: RSM Kuwait Colleague Segregation According to Nationality, per Gender

Colleague Contract	Kuwaiti		Non-Kuwaiti	
	Men	Women	Men	Women
Permanent	11	0	107	39
Temporary	0	0	4	5
Total staff	11	0	111	44

Gender Diversity

As part of our dedication to gender equality, we ensure that women within our workforce are empowered and recognized for their contributions. We believe in recognizing the efforts and hard work of all our colleagues, regardless of their gender.

We uphold the principle of equal pay, ensuring that female colleagues receive fair and equitable compensation for their work.

A comprehensive breakdown of our colleagues based on age per gender, and work positions within the Firm is given in the table below.

Table 2.3: RSM Kuwait Colleagues Categorized by Age, Gender, and Position

Colleagues by Age and Colleague Category	Men			Women			All Genders
	<30	30-50	>50	<30	30-50	>50	All ages
Entry level	27	10	2	22	2	0	63
Junior	16	20	2	5	10	1	54
Senior	0	25	4	0	4	0	33
Executive	0	7	9	0	0	0	16
Total	43	62	17	27	16	1	166

Science, Technology, Engineering and Mathematics (STEM)

While analyzing our workforce composition, it is essential to examine the breakdown of colleagues in the fields of Science, Technology, Engineering, and Mathematics (STEM). Within the Firm, we have a total of 20 colleagues who are part of STEM disciplines. This can be broken down into 13 colleagues dedicated to technology-related roles and 7 colleagues specializing in engineering-related roles. It is worth noting that 35% of our STEM colleagues are female, highlighting our commitment to promoting diversity and inclusivity within these fields. Furthermore, when considering the broader colleague base, we have a total of 146 individuals employed in non-STEM roles.

Table 2.4: RSM Kuwait Colleagues' STEM Breakdown

Year	Male	Female	Total Colleagues
Colleagues in Science	0	0	0
Colleagues in Technology	10	3	13
Colleagues in Engineering	3	4	7
Colleagues in Mathematics	0	0	0
Total STEM colleagues	13	7	20
Total non-STEM colleagues	109	37	146
Total colleagues	122	44	166

Table 2.5: RSM Kuwait Departments Considered per STEM Area

STEM Area	Existing Departments at RSM Kuwait Considered for STEM
Science	N/A
Technology	Consulting, Assurance, Enterprise Resource Planning (ERP), IT, Risk Consulting
Engineering	Consulting, Assurance, Enterprise Resource Planning (ERP), Sustainability
Mathematics	N/A

Colleague Appraisal and Satisfaction (GRI 404-3)

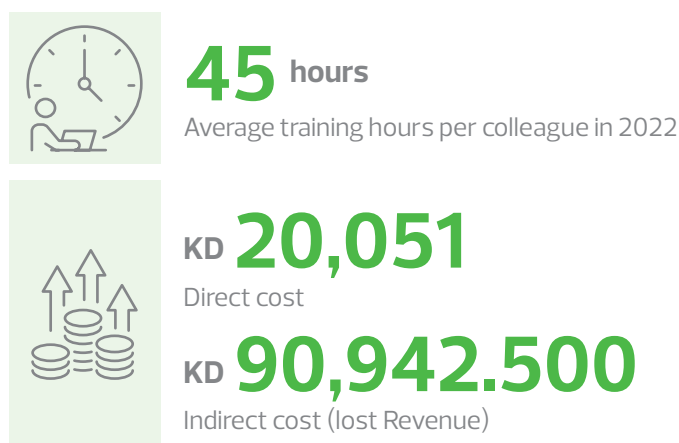
We back up our colleague cultivation efforts with colleague recognition, awards, and certificates, acknowledging the outstanding performance of individuals and teams. In 2022, eight colleagues have been recognized for outstanding performance.

Furthermore, we ensure regular performance and career development reviews for all colleagues, with 100% of colleagues receiving these assessments. To gauge colleague satisfaction, we conduct an annual colleague survey, allowing us to gather valuable feedback and insights for continuous improvement.

Colleague Training (GRI 404-1, GRI 404-2)

Colleague training plays a crucial role in fostering professional growth and development within the Firm. It serves as a basis for empowering our workforce and cultivating a culture of continuous learning. Recognizing the significance of ongoing skill enhancement, we prioritize comprehensive training programs that equip our colleagues with the knowledge and tools necessary to thrive in their respective roles.

Selected Training Performance



Maintaining an effective coaching and mentoring program is crucial to the success of the Firm. This offers numerous advantages, including higher engagement levels, improved performance quality, increased personal awareness, goal establishment and pursuit, and a deeper level of learning.

In our commitment to colleague development, coaching and mentoring training is mandatory for supervisor level and above across all service lines. RSM Kuwait partnered with a leading online learning platform, offering over 5,500 top-rated courses covering key soft skills and technical topics such as Accounting and Finance, Leadership, Marketing,

Sales, Programming, and IT. Supervisors had to complete two programs on the training platform by 15th of September: "How to become a workplace coach: The fundamentals" and "Mentor for impact – Start mentoring."

2.2. Talent Attraction and Retention

(GRI 401-1, GRI 401-2, GRI 401-3)

In our pursuit of excellence, talent attraction and retention are critical components of our Firm's strategy. This section explores our proactive approach to creating an environment that not only attracts skilled individuals but cultivates their long-term commitment and engagement.

We embrace the importance of fostering talent through internship programs. Currently, we have the privilege of hosting two Kuwaiti interns, who are gaining valuable experience and contributing their skills to the Firm. Additionally, we have eleven non-Kuwaiti interns who bring a diverse range of international perspectives and expertise to our team. These internships provide a mutually beneficial opportunity for professional growth and development, while promoting cultural exchange and knowledge-sharing within the Firm.

The HR Department regular monitors departments' needs in relation to the recruitment process. RSM Kuwait successfully attracted 28 fresh graduates to join during 2022. We provide ample opportunities for these graduates to learn, thrive, and contribute to our collective success.

The table below provides an insightful breakdown of RSM Kuwait's new hires and turnover rate categorized by gender and age group. This data sheds light on the Firm's commitment to diversity and inclusivity in its workforce, as well as the retention measured at different age groups.






Table 2.6: RSM Kuwait Colleague Turnover and New Hires Per Age Group

Category	New Colleagues		Turnover	
	Number	Allocation	Number	Allocation
Gender				
Female	22	35%	14	21%
Male	41	65%	52	79%
Total	63	100%	66	100%
Age Group				
Under 30	52	83%	34	52%
30-50	10	16%	32	48%
Over 50	1	2%	0	0%
Total	63	100%	66	100%

Colleague Benefits

Recognizing the importance of work-life balance and supporting the well-being of our colleagues, we are proud to have provided 70 calendar days of maternity leave overall during 2022. This initiative allows our colleagues to prioritize their family responsibilities while ensuring their professional growth and success.

Colleague benefits provided include:

- 1. Health care 
- 2. Parental leave 
- 3. Retirement provision / indemnity 
- 4. Air tickets 
- 5. Life insurance 

Colleague Compensation

We recognize the importance of fair compensation, and our standard entry-level wage is set at KD 600. To ensure competitiveness, we regularly benchmark our salaries against those offered by our competitors within Kuwait and other geographies.

Furthermore, we strive to maintain equitable compensation practices within the Firm. The ratio of the percentage increase in annual total compensation for RSM Kuwait's highest-paid individual to the median percentage increase in annual total compensation for all colleagues, excluding the highest paid individual, falls within the range of 5-10%.

2.3. Occupational Health and Safety

(GRI 403-1, GRI 403-2, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10)

Occupational health and safety is central to our commitment to sustainable business practice, aligning with the United Nations' Sustainable Development Goals (SDGs). We strive to maintain a safe, hazard-free work environment, underscoring our dedication to SDG 3: Good Health and Well-being. We work to promote decent work conditions, reflecting SDG 8: Decent Work and Economic Growth. By integrating national and international standards, we have fostered colleague well-being and operational prosperity, embodying the spirit of the SDGs.

RSM Kuwait ensures a safe and healthy work environment for colleagues, prioritizing occupational health and safety as a fundamental aspect of our operations. We recognize the importance of proactively managing workplace hazards and maintaining safety protocols, therefore we adhere to building policies outlined in our rental contract, and we ensure that our premises meet the necessary safety standards. By promoting a culture of safety and awareness, we protect the well-being of our colleagues and create a conducive environment that fosters productivity and overall colleague satisfaction.

Workplace Health and Safety



10

colleagues trained on occupational health and safety



0

incidents related to injury in the workplace



0

incidents related to ill health in the workplace

2.4. Colleague Rights (GRI 2-23)

RSM Kuwait emphasizes upholding and safeguarding the rights of its colleagues. We are committed to ensuring compliance with regulations and implementing policies that govern ethical conduct and professional independence. To achieve this, we adhere to the RSM Ethics and Independence Policy, which includes robust processes for assessing and managing potential conflicts of interest.

The HR Department has taken steps to enhance the internal mechanism for seeking advice on ethics, lawful behavior, and the Firm's integrity. The 4Policy portal allows colleagues to seek guidance and clarification on these matters. The HR Department, along with the HR Committee, is readily available online and by phone to address any related concerns. In cases where a third-party perspective on ethics, unlawful behavior, or the Firm's integrity is required, we consult our trusted legal counsel, an external agency.

RSM Kuwait is dedicated to upholding human rights aspects within the business. We are committed to following and complying with the Kuwait Labor Law, which ensures the protection of colleague rights and welfare. By adhering to these policies and regulations, we strive to create a working environment that respects and upholds the fundamental rights of our colleagues.

2.5. Contributing to Society (GRI 203-1, GRI 413-1)

We believe in making a positive impact in the community. We understand the importance of social responsibility and are actively seeking opportunities to give back to our community, which is why RSM Kuwait invested a total of KD 977.500 towards economy awareness. By leveraging our resources and collaborating with organizations, we aim to address community needs and foster sustainable development. We are dedicated to making a meaningful difference and creating a lasting legacy of social responsibility.





Case Study: Economic Events

In 2022, RSM Kuwait organized two notable events that aimed to enlighten the community about significant economic matters. On November 24, they hosted the "Global Economy Update – Economy Watch 6" with the riveting topic of "Towards a New World & Global Outlook for 2023", offering attendees a comprehensive overview of the future economic trajectory. Following closely, on December 6, an event was held on "Why Venture Capitals (VC) are More Bullish Than Ever About Current Market Conditions" was presented, shedding light on the increasing confidence and enthusiasm venture capitalists possess in the present market. Both events were underpinned by RSM Kuwait's commitment to fostering community awareness concerning the economy.



Case Study: Jersey Day

We celebrated the World Cup with our colleagues through an engaging event called "Jersey Day." During this two-hour celebration held at our premises, colleagues were encouraged to wear the jerseys of their favorite football teams. The purpose of the event was to promote team spirit, unity, and a sense of fellowship among our diverse workforce. Jersey Day created an enjoyable atmosphere filled with friendly competitions, team discussions, and refreshments. The event successfully enhanced colleague engagement, fostered team-building, and created a positive work environment.

Marketing Channels

We employ a comprehensive marketing approach. Our marketing efforts are multi-faceted, utilizing a range of platforms and channels to effectively promote our brand and offerings. Our official website serves as a central hub where we showcase our services, ensuring easy accessibility for our clients. Additionally, we leverage the power of popular social media platforms, including LinkedIn, Instagram, Facebook, Twitter, and YouTube, to engage with a broader audience and convey our unique value proposition.

To support our marketing initiatives, we allocate a dedicated budget for marketing expenditures, including social media promotions. During the reporting period, our total marketing expenditure, which includes investments in social media, amounted to KD 3,382.284.

By adopting a diversified marketing approach, we strive to effectively communicate our offerings, engage with our target market, and reinforce our brand's value in the marketplace. Through these efforts, we aim to strengthen our position as a trusted partner and provider of exceptional services to our clients.

The following table shows the number of followers we have gained across various social media platforms. This serves as a testament to our commitment to staying connected with our clients and the wider community, and we look forward to continuing to expand our reach and influence through these channels.

Table 2.7 RSM Kuwait's Number of Followers on Social Media

Marketing Communication Channels	Number of Followers	Sustainability Related Topics Posted	Frequency of Posting	Engagement Views, Likes, and Shares
Instagram	6,339	14	1-2 per month	4,332 engagements, 11,967 reach
Facebook	42,187	9	0-1 per month	4,685 engagements, 24,770 reach
Twitter	5,005	9	0-1 per month	2,577 engagements, 112,403 reach
YouTube	957	0	0	N/A
LinkedIn	35,811	14	1-2 per month	203 engagements, 183,773 impressions

RSM Kuwait Insights

We are committed to providing valuable insights and thought leadership to our clients and the wider community. In 2022, we published a total of three insight reports, addressing important topics of interest.

Two of these insight reports focused on the economy, offering expert perspectives on market trends, industry forecasts, and economic indicators. These reports aimed to provide our clients with valuable information to make informed business decisions in an ever-changing economic landscape.

In addition, we published an insightful piece centered around the United Nations' Climate Change Conference of Parties (COP) 27, a pivotal event in the global sustainability agenda. Our COP 27 insight explored the significance of this international climate conference, covering key discussions, emerging trends, and the potential implications for businesses and society. By sharing our expertise on COP 27, we aimed to contribute to the dialogue on climate action and inspire organizations to embrace sustainable practices.

Table 2.8 RSM Kuwait Insights

Topic	Numbers of Insights Published
Economy	2
Sustainability	1

2.6. Resource Management

(GRI 301-2, GRI 303-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5, GRI 201-2)

Within the realm of sustainable practices, RSM Kuwait emphasizes resource management. This section of our Sustainability Report highlights our commitment to responsible and efficient utilization of resources, as we recognize the vital role it plays in minimizing waste, reducing environmental impact, and optimizing operational performance.

2.6.1. Paper Waste Reduction

Paper waste reduction is a key focus for RSM Kuwait, and we actively leverage technology and digital systems that seek to minimize our reliance on paper-based processes.

In the reporting period, we are proud to say that our efforts resulted in saving 1,238,950 sheets of paper. This substantial saving in paper usage demonstrates our commitment to embracing digital alternative solutions and leveraging technology to drive sustainability.

The following table provides a comprehensive overview of the savings achieved through the implementation of various technology and digital systems, highlighting the significant impact on resource conservation and sustainability efforts.

Table 2.9: Technology and Digital Systems Savings

Technology	Total Amount of Paper Saved
Enterprise Resource Planning (ERP)	9,360
CRM	187,500
RSM Kuwait Engage	156,600
Transfora	72,700
CaseWare	810,000
Auditor Assistant	2,790
Total	1,238,950

2.6.2. Paper Waste and Recycling

Throughout the reporting period, we successfully recycled a total of 5,040 kilograms of paper waste, demonstrating our dedication to reducing our environmental footprint.

We spent KD 1,440 on waste recycling, specifically focusing on paper recycling initiatives. This investment reflects our ongoing efforts to promote responsible waste management practices and contribute to a circular economy.

Furthermore, we are proud to announce that RSM Kuwait has received a third-party certificate in recognition of its waste recycling efforts. This certification serves as a testament to our commitment to environmental stewardship and validates our dedication to sustainable waste management practices.

The following table shows a breakdown of our paper consumption and recycling efforts, providing a comprehensive overview of our commitment to waste reduction and recycling.

Table 2.10: Paper Consumption and Recycling

	2022	2021
Quantity of paper consumed (kg)	5,040	6,210
Quantity of paper recycled (kg)	5,040	6,210



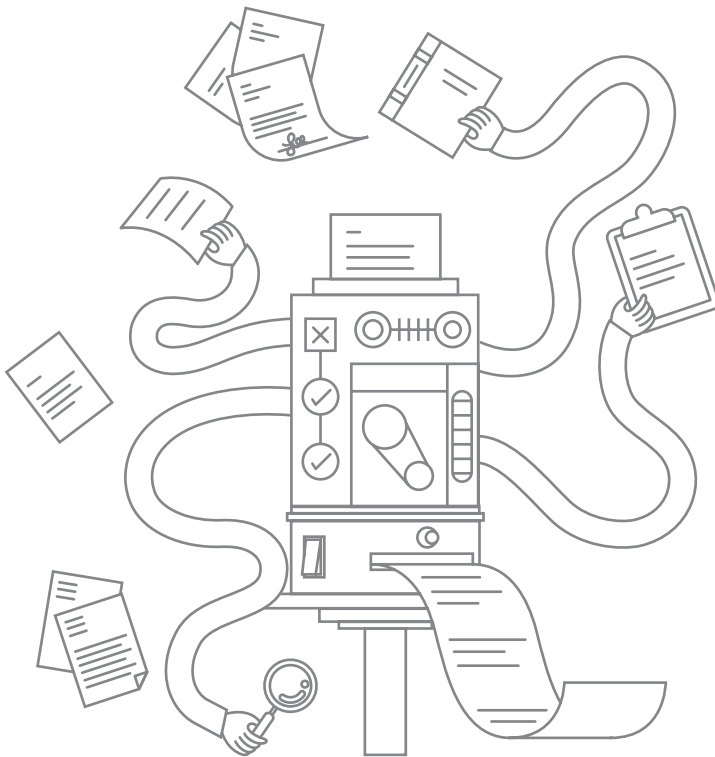
Within our premises, we have designated bins for different types of waste, including plastic, paper, and organic waste. This allows for proper segregation and ensures that recyclable materials are diverted from landfills.

Table 2.11 Number of Waste Bins per Type

Waste Type	Number of Bins
Plastic waste	2
Paper waste	3
Organic waste	2

E-waste

During 2022, we did not recycle any e-waste. However, it is essential to note that RSM Kuwait has an e-Waste Disposal Policy in place. We are registered with a reputable e-waste recycling company to ensure the proper handling and recycling of e-waste materials. By adhering to this policy, we try to minimize the environmental impact associated with electronic waste and promote the safe and sustainable management of electronic equipment throughout its lifecycle.



2.6.3. GHG Emissions

(GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5)

Scope 1 GHG Emissions

As a responsible firm committed to environmental sustainability, RSM Kuwait aims to minimize its impact on the environment. RSM Kuwait does not own any cars or generators, resulting in zero Scope 1 greenhouse gas (GHG) emissions. Our dedication to minimizing Scope 1 emissions reflects our commitment to sustainable business practices and our ongoing efforts to mitigate our environmental footprint.

Scope 2 GHG Emissions

RSM Kuwait operates in a rented office space where the responsibility for electricity payments lies with the landlord. Therefore, the estimated emissions for Scope 2 slightly decreased in comparison to the previous year, and is at approximately 1,378 metric tons of carbon dioxide equivalent (mtCO₂e) as estimation.

The table below shows a breakdown of our Scope 2 emissions related to purchased electricity consumption.

Table 2.12 Estimated Scope 2 Emissions – Purchased Electricity Consumption

	2022	2021
Total estimated GHG emissions (mtCO ₂ e)	1,378	1,545

Scope 3 GHG Emissions

By adopting sustainable transportation practices, such as remote work arrangements, we actively contribute to reducing greenhouse gas emissions and fostering a cleaner and greener future. Moreover, we are pleased to report that no business travel was undertaken during the year 2022. Additionally, RSM Kuwait does not rent any cars, further contributing to the absence of emissions associated with rented vehicles. Therefore, our Scope 3 emissions from those identified sources are zero.

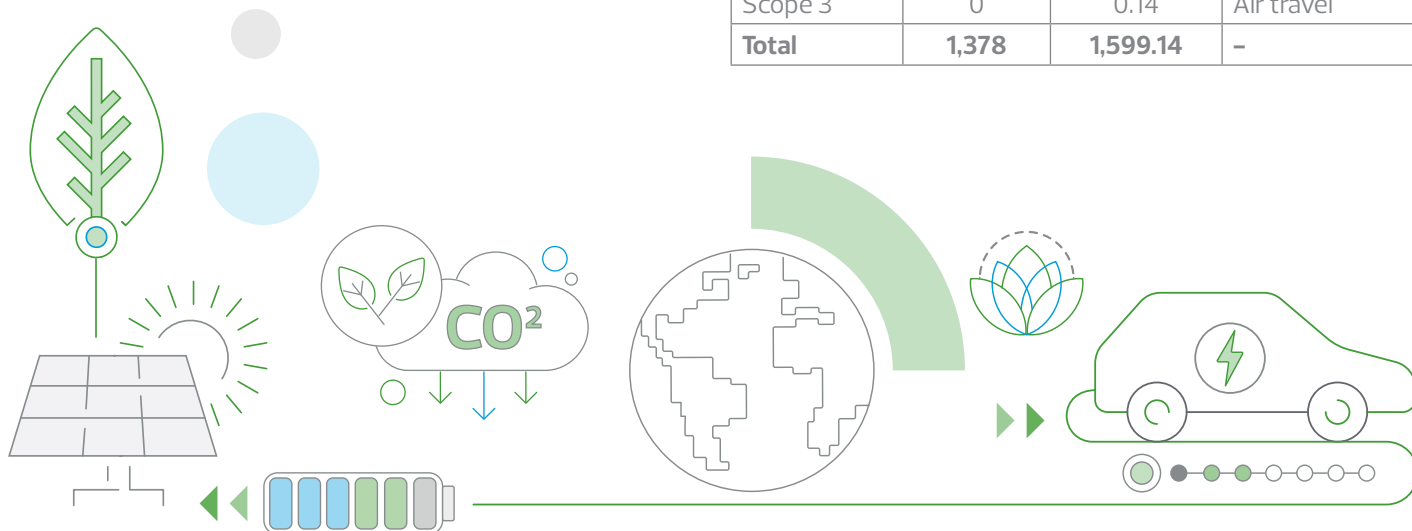
Total GHG Emission Scopes

RSM Kuwait is committed to measuring and reducing its environmental impact across related emission scopes. We have diligently assessed and reported our emissions in Scope 1, Scope 2, and Scope 3 categories. Furthermore, our technology and digital savings have played a crucial role in reducing greenhouse gas emissions associated with paper consumption, with a reduction rate of 0.03 metric tons of carbon dioxide equivalent (mtCO₂e) of paper saved.

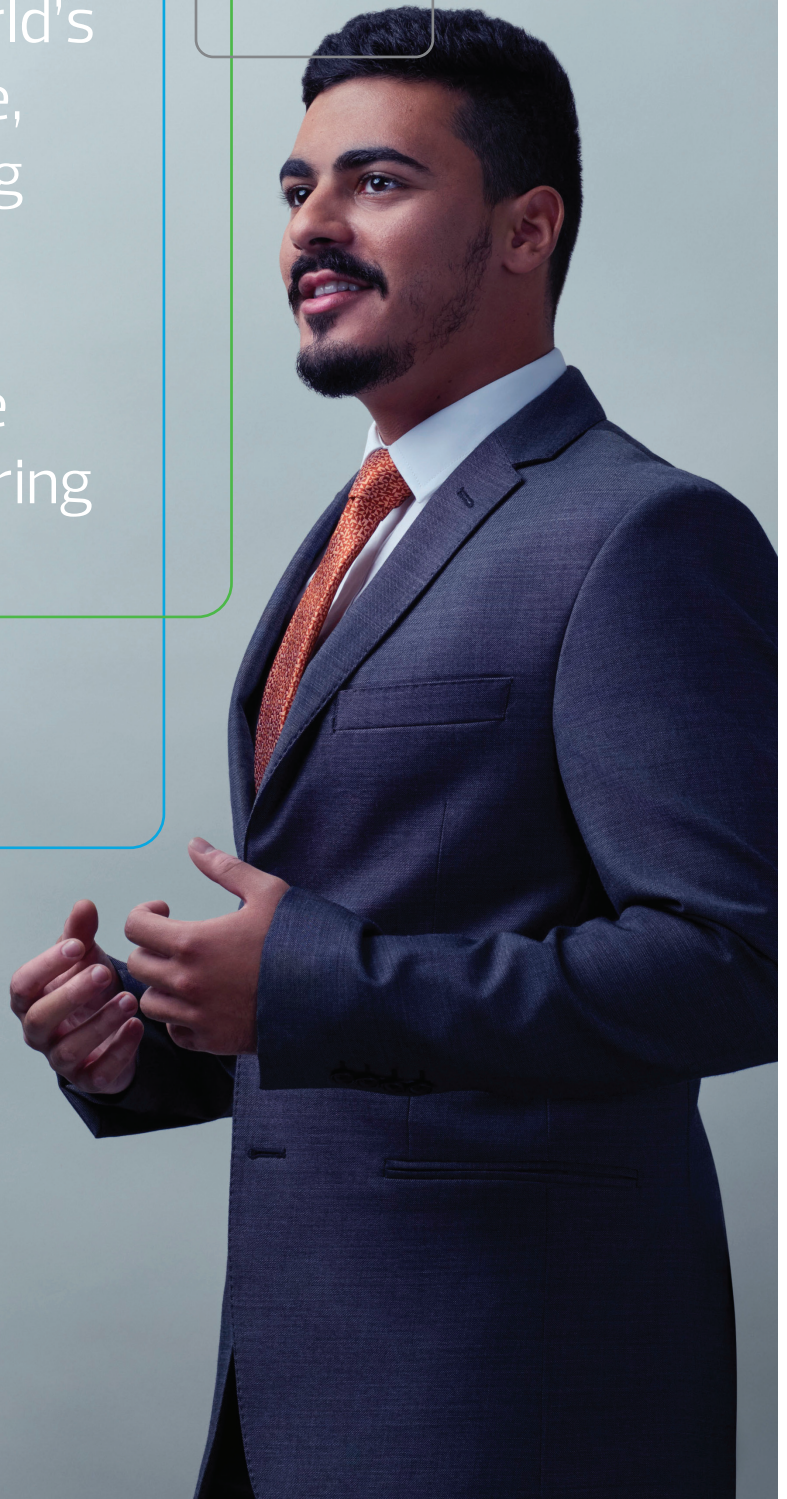
The table below shows a comprehensive comparison of emissions across different scopes for the years 2022 and 2021.

Table 2.13 Total GHG Emissions Comparison Between 2022 and 2021

GHG Scope	2022 (mtCO ₂ e)	2021 (mtCO ₂ e)	Source of emission
Scope 1	0	54	Owned cars
Scope 2	1,378	1,545	Grid electricity
Scope 3	0	0.14	Air travel
Total	1,378	1,599.14	-



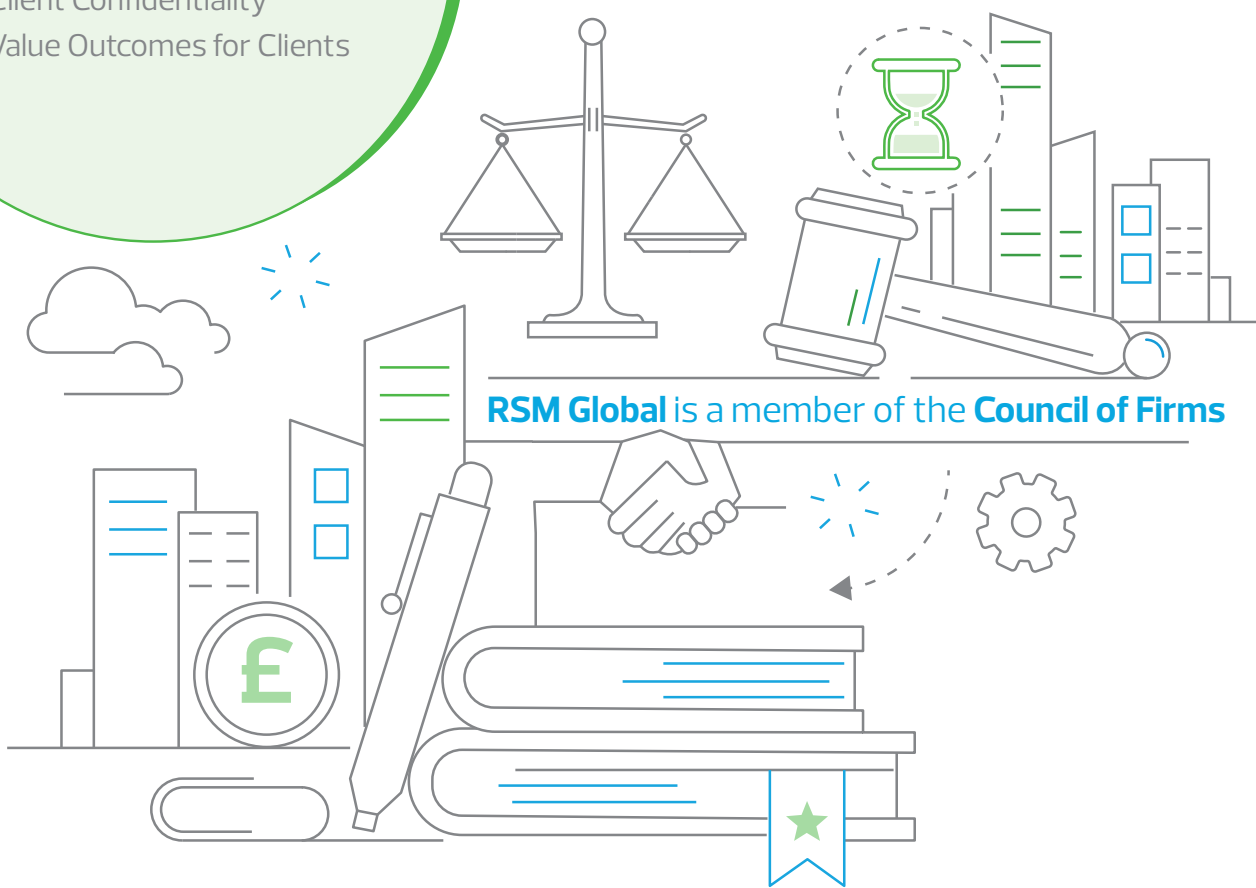
As one of the world's leading assurance, tax and consulting organisations, we recognise the important role we must play in inspiring change



3. Governance and Marketplace Metrics

This chapter explores the principles and practices that guide RSM Kuwait's governance structure and our interactions within the marketplace. We assess and evaluate our commitment to transparency, ethics, and compliance, as well as our efforts to foster responsible business practices throughout our operations. We examine our relationships with stakeholders, including clients, suppliers, and partners, to ensure that we uphold high standards of integrity and fairness in all our business dealings.

- 3.1. Governance
 - 3.1.1. Risk Management
- 3.2. Business Ethics and Compliance
- 3.3. Service Stewardship
- 3.4. Client Confidentiality
- 3.5. Value Outcomes for Clients



3.1. Governance

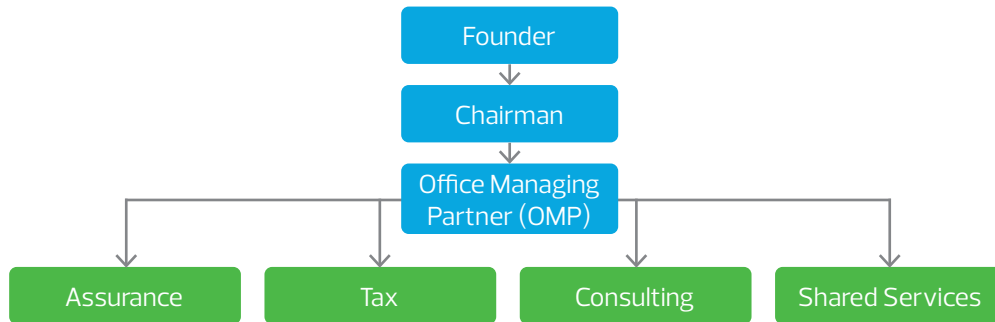
(GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 2-27)

RSM Kuwait delivers high-quality services and timely deliverables led by the Office Managing Partner (OMP) and supported by the guidance of the Chairman and Founder. Our senior management members play a crucial role in ensuring our success. They provide oversight over our four service lines: Assurance, Tax, Consulting, and Shared Services. Our dedicated partners, managers, and experts bring a wealth of experience from various regions and sectors.

For a visual representation of our organizational structure, please refer to Figure 3.1.

The management and senior personnel actively engage in discussions and take necessary actions to establish the Firm's purpose, values, approvals, and policies. They oversee the due diligence processes and review the Firm's effectiveness, ensuring responsible decision-making that considers the impact on the economy, environment, and people.

Figure 3.1: RSM Kuwait Organizational Structure



Executive Training

To enhance the collective knowledge, skills, and experience of the highest governance body on sustainable development, necessary training is provided. This training aims to empower executives with the tools and understanding to drive sustainable practices within the Firm.

Performance Appraisal

The performance evaluation of the highest governance body is conducted by overseeing the Key Performance Indicators (KPIs) for each senior colleague. These evaluations, carried out independently, occur twice a year, both mid-year and annually. The management carefully examines the KPIs of each senior colleague and takes appropriate action, which may include changes to the composition of the highest governance body.

Reporting and Accountability

The process and frequency for senior executives or other colleagues to report back to the highest governance body on the management of the Firm's impacts in the economy, environment, and society may vary depending on the circumstances. Generally, periodic meetings, written reports, and presentations are utilized to communicate the Firm's economic, environmental, and social performance. The frequency of these reports aligns with the Firm's policies and the requirements set by the governance body.

Conflict of Interest

To prevent and mitigate conflicts of interest, the highest governance body applies the International Ethics Standards Board for Accountants (IESBA) code, particularly regarding conflicts that may arise in terms of work that cannot be performed. These measures are in place to ensure transparency and maintain the integrity of the Firm's operations.

3.1.1. Risk Management

Risk management is an essential aspect of RSM Kuwait's operations. We are dedicated to measuring and assessing risks and opportunities across projects. To address the risks of contravening the IESBA code, we apply the guidance outlined in the code as well as RSM's Independence and Risk Management policies. Opportunities, on the other hand, are evaluated by the relevant executives to ensure their potential value is recognized and utilized effectively.

To mitigate risks, RSM Kuwait implements a range of measures and controls. These include the establishment of policies and procedures. We ensure segregation of duties and responsibilities, implement an authorization and approval process, and establish performance monitoring and control procedures. Furthermore, we prioritize safeguarding assets, maintaining completeness and accuracy, effective manpower management, and the presence of an independent internal audit function.

3.2. Business Ethics and Compliance

Ensuring Ethics, Lawful Behavior, and Firm Integrity

RSM Kuwait has established robust internal mechanisms to uphold ethical standards, lawful behavior, and the integrity of the Firm. Under the guidance of appropriate executives and the Office Managing Partner (OMP), these mechanisms ensure our adherence to ethical practices and provide necessary support and guidance.

Addressing Critical Concerns

Critical concerns related to ethics, lawful behavior, and the Firm's integrity are given due importance within RSM Kuwait. Such concerns are addressed through formal channels of communication, including reports, emails, discussions with direct supervisors, and meetings. This proactive approach allows for timely resolution and effective management of these concerns.

Compliance with Anti-Bribery, Anti-Competitive Behavior, and Anti-Corruption Policies

RSM Kuwait is fully committed to compliance with Anti-Bribery, Anti-Competitive Behavior, and Anti-Corruption Policies. These policies are published on the 4Policy portal, serving as a reference for all colleagues. The Firm boasts a remarkable policy acceptance and acknowledgment rate of 100%, signifying the dedication to upholding ethical practices. Regular discussions and actions are taken by management and senior personnel to ensure the effective implementation of these policies and address any concerns related to the Firm's business conduct.

Regular Review of Code of Conduct

To maintain high ethical standards, RSM Kuwait conducts a comprehensive review of its code of conduct every two years. The most recent review took place on 21 August 2022. The code of conduct covers a wide range of areas, including addressing major ethics risks, conducting incident investigations, establishing operating guidelines, and implementing measures to deter non-compliance and reduce exposure to unethical opportunities.

Transparent Reporting to Capital Markets Authority

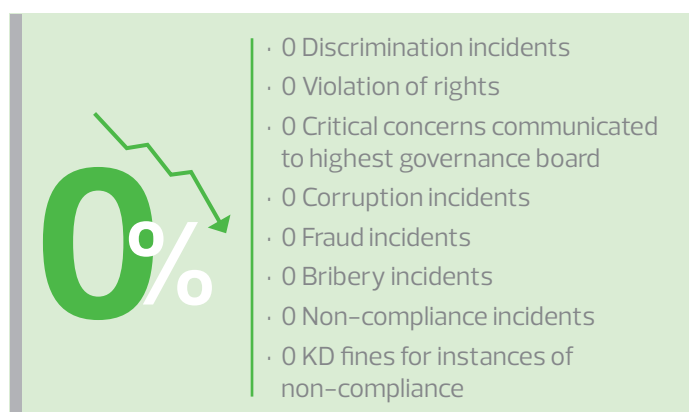
RSM Kuwait is committed to transparent reporting practices. Annually, the Firm submits a comprehensive report to the Capital Markets Authority (CMA) in June of every year. Additionally, the CMA Report is submitted upon the renewal of the registered member certificate. These reporting practices demonstrate the Firm's commitment to regulatory compliance and transparency in its operations.

Seeking Advice and Guidance

Colleagues at RSM Kuwait have access to a well-defined internal mechanism for seeking advice about ethical and lawful behavior. They can report concerns via email or through direct communication with the appropriate executive or the OMP. Additionally, the Firm's Legal Advisors provide valuable external guidance, ensuring a comprehensive approach to addressing ethical matters.

Diligent Assessment of Corruption Risks

RSM Kuwait diligently assesses the risks related to corruption within its services. The Firm's adherence to the RSM Ethics and Independence Policies ensures a thorough evaluation of potential corruption risks. Notably, RSM's Anti-Corruption and Bribery Policy includes considerations for direct or indirect political contributions, further enhancing the Firm's commitment to identifying and mitigating corruption risks.



3.3. Service Stewardship (GRI 2-6)

RSM Kuwait emphasizes its commitment to delivering high-quality services, and upholding the principles of professionalism and ethical conduct. By adhering to the International Ethics Standards Board for Accountants (IESBA) rules, we maintain independence from our clients and ensure the integrity and objectivity of our services, fostering trust and confidence among our clients. Our dedication to service stewardship encompasses a wide range of areas, including assurance, tax, and consulting, where we strive to provide exceptional value and meet our clients' needs.

With a deep understanding of our clients' industries and challenges, we provide a wide range of services to support their growth and success, from assurance to consulting, and shared services.

1) Assurance

We continue to uphold a rigorous assurance approach at RSM Kuwait. Our assessment of client systems, controls, and risk factors remains a crucial aspect of our assurance process. As part of our commitment to delivering accurate and reliable financial information, we put emphasis on placing reliance on management controls for high-risk material account balances.

2) Tax

RSM Kuwait's tax consulting service continues to be highly regarded, by providing comprehensive and timely tax solutions that are commercially viable. Our dedicated team of experienced tax professionals remains committed to delivering customized tax solutions tailored to the unique needs of each client. Leveraging the extensive resources of RSM's global network, we offer valuable support to help clients achieve their business objectives. Our range of tax services includes Income Tax Service, National Labour Support Tax (NLST) and Zakat, and Value Added Tax (VAT). Through our expertise and client-centered approach, we strive to assist businesses in navigating the complexities of tax regulations and optimizing their tax positions to drive sustainable growth and success.

3) Consulting

ESG / Sustainability Consulting

RSM Kuwait takes pride in offering comprehensive ESG / Sustainability consulting services to support organizations in their journey towards sustainable practices. Our dedicated team of sustainability experts works closely with clients to develop tailored strategies, implement effective sustainability

frameworks, and drive positive environmental and social impact. Through our consulting services, we assist clients in identifying and addressing sustainability risks, optimizing resource efficiency, and enhancing stakeholder engagement. We are committed to guiding businesses in integrating sustainability into their core operations, enabling them to navigate the evolving sustainability landscape and unlock new opportunities for growth.

Risk Consulting

RSM Kuwait provides specialized risk consulting services to help organizations effectively manage and mitigate risks. Our experienced team of risk consultants works closely with clients to identify potential risks, assess their impact, and develop risk management strategies. We offer a wide range of risk consulting services, including risk assessments, internal control evaluations, and implementation of risk management frameworks. By leveraging our industry expertise and innovative methodologies, we enable clients to proactively address risks, safeguard their assets, and enhance overall organizational resilience. Our comprehensive approach to risk consulting helps businesses navigate complex risk landscapes and make informed decisions to protect their reputation and drive sustainable growth.

IT Consulting

Our IT consulting services are designed to deliver solutions that meet our clients' evolving technology needs and ensure their sustained success. With a team of skilled professionals dedicated to IT consulting, we offer a comprehensive portfolio of services that encompass strategy consulting, performance improvement, and human capital solutions.

Corporate Finance

RSM Kuwait offers comprehensive corporate finance services to support businesses in their financial decision-making processes and strategic transactions. Our experienced team of corporate finance professionals provides expert advice and guidance across a wide range of areas, including mergers and acquisitions, capital raising, valuations, due diligence, and financial restructuring.

Data Analytics

In an increasingly data-driven business landscape, RSM Kuwait understands the immense value of harnessing the power of data analytics. Our data analytics service enables our clients to gain valuable insights and make informed decisions. Through advanced data analytics techniques and tools, our expert team can analyze and interpret data efficiently, uncovering hidden patterns, trends, and opportunities. We assist our clients in enhancing operational efficiency, identifying growth opportunities, mitigating risks, and optimizing performance. With a focus on providing value-based insights, our data analytics service empowers businesses to make data-driven decisions and stay ahead in a rapidly evolving market.

Local Procurement (GRI 204-1)

RSM Kuwait also engages with local suppliers, recognizing the importance of supporting the local economy. Currently, we have 11 local supplier vendors, representing 64% of our total suppliers, who play a vital role in our operations. Table 3.2 below shows the total amount paid to both local and foreign suppliers. This table sheds light on our expenditure patterns and reflects our commitment to fostering mutually beneficial partnerships and supporting local businesses.

Through our dedication to project quality, effective communication of sustainability efforts, and collaboration with local suppliers, we strive to deliver exceptional value outcomes for our clients.

Table 3.2 RSM Kuwait Total Expenditure

	Amount (KD)
Total expenditure to local suppliers	541,233.374
Total expenditure to foreign suppliers	305,181.405
Total procurement expenditure	846,414.780

3.4. Client Confidentiality



Quality management systems



Information security management



Information Technology

Client confidentiality focuses on the critical aspects of safeguarding data, maintaining privacy, and ensuring client confidentiality. RSM Kuwait places great importance on implementing technology tools and deploying new technologies that are well-suited to the business environment, contributing to improved productivity and streamlined workflows.

Data Integrity and Access Control

To ensure data integrity and access control, RSM Kuwait follows strict protocols. The integrity of data and segregation of access are maintained, granting access based on colleague designations and prior approval. Unauthorized access is strictly prohibited, and mechanisms such as Data Loss Prevention (DLP) and access log monitoring are in place to monitor and verify data access.

Digitization and Client Accessibility

In terms of digitization, RSM Kuwait has embraced process automation to enhance operational efficiency and productivity. The Firm generated 2,039 invoices and 1,667 receipts for clients in 2022, offering streamlined and accessible financial processes. Clients benefit from accessibility features through RSM Kuwait Engage for tracking client engagement work and the Tookan document delivery management system for efficient document delivery, pickup, and tracking.

Internal Accessibility Features

Internally, RSM Kuwait provides accessibility features to facilitate collaboration and streamline internal operations. These features include the Caseware Application for Peer Review and EQCR based on request, SharePoint access via shared links, CRM workflows, and shared security level access for data. These measures contribute to efficient teamwork and information-sharing within the organization.



Data Security and Compliance

Data security measures are implemented based on approved access by higher authorities and designated personnel. Monitoring and logging of data access usage through technology tools ensures accountability. The Firm adheres to IT technology standards compliant with RSM Global standards, ensuring a secure and standardized approach to data management.

Client Confidentiality and Satisfaction

RSM Kuwait places a strong emphasis on client confidentiality, ensuring that client information is made available only to those who require access. Appropriate IT controls are in place to safeguard client data. Client satisfaction is a priority for RSM Kuwait, and regular client satisfaction forms are sent out to benchmark service quality. The Head of Assurance conducts meetings with clients to evaluate the services provided, aiming to exceed customer expectations and be recognized as a leading professional and high-performing company.

Commitment to Data Security and Service Quality

Overall, RSM Kuwait maintains a strong commitment to protecting data, upholding client confidentiality, and prioritizing customer satisfaction. The Firm ensures the highest standards of data security, privacy, and service quality, exemplifying its dedication to excellence in all aspects of its operations.

IT Complaints and Solutions



664 Total IT complaints received
Average solving time: **27 hours and 20 minutes**

3.5. Value Outcomes for Clients

In the pursuit of delivering value outcomes for our clients, RSM Kuwait prioritizes project quality and accountability. Our rigorous review process, overseen by the appropriate executives, ensures that each project meets our quality standards.

To effectively communicate our commitment to sustainability, we share our Sustainability Report with clients through various channels. These include social media platforms, our website, and hard copies of the report on request. We believe in transparently sharing our sustainability initiatives and progress with our valued clients.

Marketplace

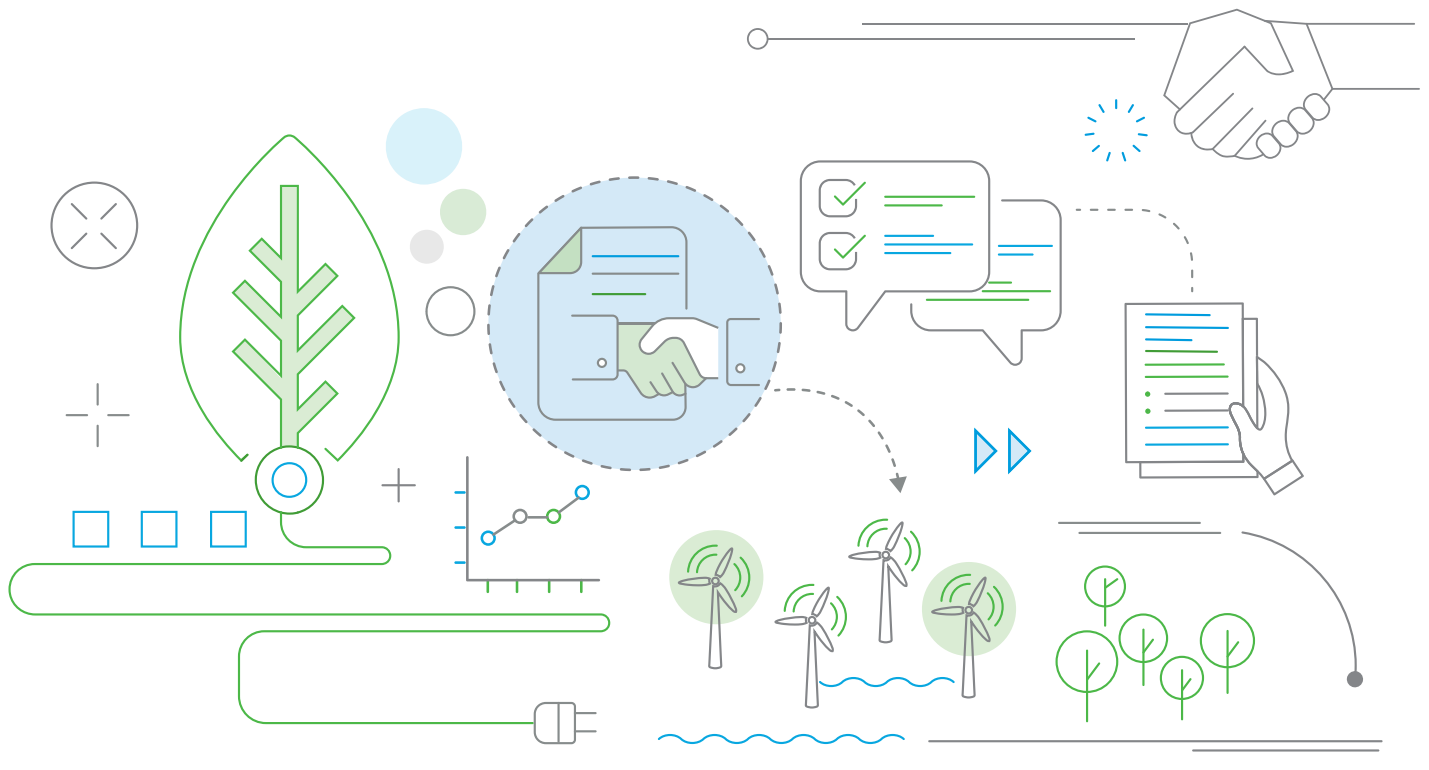
In today's fast-paced marketplace, delivering services with excellence and timeliness remains a top priority for RSM Kuwait. We continue to uphold stringent quality assurance measures to ensure the highest standards of service delivery. Our robust review processes, combined with the utilization of cutting-edge technology and adherence to ISO standards, guarantee that our IT operations consistently meet the expectations of our clients.

To enhance our project management capabilities, we maintain a comprehensive Client Relationship Management (CRM) system. From the inception of an opportunity to the completion of a project, every stage is meticulously recorded, enabling us to precisely identify roles, responsibilities, and progress. This systematic approach allows us to proactively address any challenges that may arise and take corrective actions promptly, ensuring seamless project execution and client satisfaction.

At RSM Kuwait, we recognize the importance of effective project management, and our projects undergo a structured project management cycle. By adhering to this cycle, we have maintained clarity, transparency, and accountability throughout the project lifecycle. This disciplined approach ensures that projects are delivered on time, within budget, and to the highest quality standards, enabling us to exceed client expectations and foster long-lasting relationships.

4. Appendix

- 4.1. GRI Standards Index
- 4.2. GRI Materiality Alignment
- 4.3. Training Index
- 4.4. RSM Kuwait Selected Policies
- 4.5. RSM Kuwait Project Management Cycle



Statement of use	RSM Kuwait has reported in accordance with GRI Standards for the period 1 January 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards(s)	N/A for the Service Sector

4.1. GRI Content Index

GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	General Disclosures 2021					
	<p>2-1: Organizational details</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. report its legal name; b. report its nature of ownership and legal form; c. report the location of its headquarters; d. report its countries of operation. 					a., b., c., and d. are disclosed in Section 1.5. About Us, Page 10 of this Sustainability Report.
	<p>2-2: Entities included in the organization's sustainability reporting</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. list all its entities included in its sustainability reporting; b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: <ul style="list-style-type: none"> i. whether the approach involves adjustments to information for minority interests; how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; ii. whether and how the approach differs across the disclosures in this Standard and across material topics. 					<ul style="list-style-type: none"> a. RSM Kuwait. b. RSM Global has audited consolidated financial statements or financial information filed on public record. This Sustainability Report focuses only on RSM Kuwait. c. The Sustainability Report focuses only on RSM Kuwait.

GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	GRI 2: General Disclosures					
	<p>2-3: Reporting period, frequency and contact point *</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. specify the reporting period for, and the frequency of, its sustainability reporting; b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; c. report the publication date of the report or reported information; d. specify the contact point for questions about the report or reported information. 					<ul style="list-style-type: none"> a. 1 January 2022 – 31 December 2022, Yearly. b. 1 January 2022 – 31 December 2022. c. 1 September 2023. d. Disclosed in Section 1.1. About this Report, Page 5 of this Sustainability Report.
	<p>2-4: Restatements of information *</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. report restatements of information made from previous reporting periods and explain: <ul style="list-style-type: none"> i. the reasons for the restatements; ii. the effect of the restatements. 					<ul style="list-style-type: none"> a. There are no restatements of information in this report.
	<p>2-5: External assurance *</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; b. if the organization's sustainability reporting has been externally assured: 					<ul style="list-style-type: none"> a. and b. While we do not necessarily need to seek external assurance at a reasonable assurance level for an extensive number of KPIs or for the report taken as a whole, we do focus on solidifying internal control of the reporting process itself.



GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	GRI 2: General Disclosures					
	i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provided.					
GRI 2 used	Activities and Workers					
	2-6: Activities, value chain and other business relationships The organization shall: a. report the sector(s) in which it is active; b. describe its value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities; c. report other relevant business relationships; d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.					a. Professional Services. b. Disclosed in Section 3.3. Service Stewardship, Page 31 of this Sustainability Report. c. Disclosed in Section 1.5. About Us-Service Association, in Page 10 of this Sustainability Report. d. None.

GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Activities and Workers					
	<p>2-7: Colleagues</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. report the total number of colleagues, and a breakdown of this total by gender and by region; b. report the total number of: <ul style="list-style-type: none"> i. permanent colleagues, and a breakdown by gender and by region; ii. temporary colleagues, and a breakdown by gender and by region; iii. non-guaranteed hours colleagues, and a breakdown by gender and by region; iv. full-time colleagues, and a breakdown by gender and by region; v. part-time colleagues, and a breakdown by gender and by region; c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: <ul style="list-style-type: none"> i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; e. describe significant fluctuations in the number of colleagues during the reporting period and between reporting periods. 				<ul style="list-style-type: none"> a. 166 Total Colleagues, refer to Page 19 of this Sustainability Report. b. i, ii, and iv Disclosed on Page 19 of this Sustainability Report. b. iii. None. c. Numbers are reported using head count, FTE. d. Please refer to Section 2.1. Human Capital Management, Pages 19-22 of this Sustainability Report. e. There have been no significant fluctuations in the number of colleagues during the reporting period and between reporting periods. 	



GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Activities and Workers					
	<p>2-8: Workers who are not colleagues</p> <p>The organization shall:</p> <p>a. report the total number of workers who are not colleagues and whose work is controlled by the organization and describe:</p> <p>i. the most common types of worker and their contractual relationship with the organization;</p> <p>ii. the type of work they perform;</p> <p>b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not colleagues is reported:</p> <p>i. in head count, full-time equivalent (FTE), or using another methodology;</p> <p>ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;</p> <p>c. describe significant fluctuations in the number of workers who are not colleagues during the reporting period and between reporting periods.</p>					a., b., c. Are not applicable to us as, at RSM Kuwait, all workers are categorized as permanent and temporary, and we do not deal with contract workforce.
GRI 2 used	Governance					
	<p>2-9: Governance structure and composition govern</p> <p>The organization shall:</p> <p>a. describe its governance structure, including committees of the highest governance body;</p> <p>b. list the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people;</p>					<p>a. Disclosed in Section 3.1. Governance, Page 29 of this Sustainability Report.</p> <p>b. Disclosed in 3.1. Governance, Page 29 of this Sustainability Report.</p>

GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	c. describe the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation. 					While RSM Global Leadership Team can be found at https://www.rsm.global/people , at RSM Kuwait, we are currently in process of developing a presentation on our Governance Body's structure (including qualifications, gender, independence) and will be disclosing this as a part of our next Sustainability Report.
	2-10: Nomination and selection of the highest governance body The organization shall: <ul style="list-style-type: none"> a. describe the nomination and selection processes for the highest governance body and its committees; b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: <ul style="list-style-type: none"> i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization. 					a. and b. Disclosed in Section 3.1. Governance, Page 29 of this Sustainability Report.



GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	<p>2-11: Chair of the highest governance body</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. report whether the chair of the highest governance body is also senior executive in the organization; b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated. 					<ul style="list-style-type: none"> a. Chairman is the highest governance body at RSM Kuwait. b. The chair is not a senior executive.
	<p>2-12: Role of the highest governance body in overseeing the management of impacts</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development; b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: <ul style="list-style-type: none"> i. whether and how the highest governance body engages with stakeholders to support these processes; 					<ul style="list-style-type: none"> a. and b. Disclosed in Section 3.1. Governance, on Pages 29-30 of this Sustainability Report.

GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	ii. how the highest governance body considers the outcomes of these processes; c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b and report the frequency of this review.					c. The highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b as and when required.
	2-13: Delegation of responsibility for managing impacts The organization shall: a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other colleagues; b. describe the process and frequency for senior executives or other colleagues to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.					a. and b. Disclosed in Section 3.2. Business Ethics and Compliance, Page 30 of this Sustainability Report.



GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	<p>2-14: Role of the highest governance body in sustainability reporting</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information; b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this. 					a. and b. Disclosed in Section 3.2. Business Ethics and Compliance, Page 30 of this Sustainability Report.
	<p>2-15: Conflicts of interest</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated; b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: <ul style="list-style-type: none"> i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances. 					a. and b. Disclosed in Section 3.2. Business Ethics and Compliance, Page 30 of this Sustainability Report.

GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	<p>2-16: Communication of critical concerns</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. describe whether and how critical concerns are communicated to the highest governance body; b. report the total number and the nature 					<ul style="list-style-type: none"> a. Critical concerns are typically raised through formal channels of reports, emails, informing direct supervisor, meetings, or other forms of correspondence. b. None.
	<p>2-17: Collective knowledge of the highest governance body</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development. 					<ul style="list-style-type: none"> a. By providing necessary training.
	<p>2-18: Evaluation of the performance of the highest governance body</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people; b. report whether the evaluations are independent or not, and the frequency of the evaluations; c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices. 					<ul style="list-style-type: none"> a. Evaluation done on the KPIs for each senior colleague. b. Evaluations are annual and mid-year and independent. c. The management looks into the KPIs of senior personnel.



GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	<p>2-19: Remuneration policies</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. describe the remuneration policies for members of the highest governance body and senior executives, including: <ul style="list-style-type: none"> i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits; b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people. 					a. None. b. None.
	<p>2-20: Process to determine remuneration</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. describe the process for designing its remuneration policies and for determining remuneration, including: <ul style="list-style-type: none"> i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; 					a. None. b. None.

GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable 2-21: Annual total compensation ratio The organization shall: a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all colleagues (excluding the highest-paid individual); b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all colleagues (excluding the highest-paid individual); c. report contextual information necessary to understand the data and how the data has been compiled.					a. None. b. 5-10% c. We are currently in the process of developing the context for reporting the the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all colleagues (excluding the highest-paid individual).
	2-22: Statement on sustainable development strategy The organization shall: a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.					a. Chairman's statement on Page 6 of this Sustainability Report.



GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	<p>2-23: Policy commitments</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. describe its policy commitments for responsible business conduct, including: <ul style="list-style-type: none"> i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; b. describe its specific policy commitment to respect human rights, including: <ul style="list-style-type: none"> i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this; d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level; 					<ul style="list-style-type: none"> a. Disclosed in Section 2.1. Human Capital Management, Pages 19–20 and 3.1. Governance, Pages 29–30 of this Sustainability Report. b. Disclosed in Section 2.1. Human Capital Management, Pages 19–20 of this Sustainability Report. c. Links are available at the RSM Kuwait Intranet and these are confidential and for our colleagues only. d. The Office Managing Partner oversees development and approval of policies.

GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	<p>e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships;</p> <p>f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.</p>					<p>e. We expect all our collaborators and stakeholders to adhere to our policies.</p> <p>f. Policy commitments are communicated via email.</p>
	<p>2-24: Embedding policy commitments The organization shall:</p> <p>a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <p>i. how it allocates responsibility to implement the commitments across different levels within the organization;</p> <p>ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;</p> <p>iii. how it implements its commitments with and through its business relationships;</p> <p>iv. training that the organization provides on implementing the commitments.</p>					<p>a. Disclosed in Section 2.1. Human Capital Management, Pages 19-20 and 3.1. Governance, Pages 29-30 of this Sustainability Report.</p>
	<p>2-25: Processes to remediate negative impacts The organization shall:</p> <p>a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;</p>					<p>a., b., c., d. and e. Disclosed in Section 3.2. Business Ethics and Compliance, Page 30.</p>



GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.					
	2-26: Mechanisms for seeking advice and raising concerns The organization shall: a. describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct.					a. Disclosed in Section 3.2. Business Ethics and Compliance, Page 30.

GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Governance					
	<p>2-27: Compliance with laws and regulations The organization shall:</p> <ul style="list-style-type: none"> a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: <ul style="list-style-type: none"> i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred; b. report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: <ul style="list-style-type: none"> i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; c. describe the significant instances of non-compliance; d. describe how it has determined significant instances of non-compliance 					a., b., c., d. and e. Disclosed in Section 3.2. Business Ethics and Compliance, Page 30.
	<p>2-28: Membership associations The organization shall:</p> <ul style="list-style-type: none"> a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role 					a. Member of RSM Global



GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 2 used	Stakeholder Engagement					
	<p>2-29: Approach to stakeholder engagement</p> <p>The organization shall:</p> <p>a. describe its approach to engaging with stakeholders, including:</p> <p>i. the categories of stakeholders it engages with, and how they are identified;</p> <p>ii. the purpose of the stakeholder engagement;</p> <p>iii. how the organization seeks to ensure meaningful engagement with stakeholders</p>					a. Disclosed in Section 1.6. Stakeholder Engagement, Pages 12-14 of this Sustainability Report.
	<p>2-30: Collective bargaining agreements</p> <p>The organization shall:</p> <p>a. report the percentage of total colleagues covered by collective bargaining agreements;</p> <p>b. for colleagues not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other colleagues or based on collective bargaining agreements from other organizations.</p>	2-30: Collective bargaining agreements	Not Applicable	RSM Kuwait is not involved in collective bargaining agreements		

GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 3 used	Material Topics 2021					
	<p>3-1: Process to determine material topics *</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. describe the process it has followed to determine its material topics, including: <ul style="list-style-type: none"> i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; ii. how it has prioritized the impacts for reporting based on their significance; b. specify the stakeholders and experts whose views have informed the process of determining its material topics. 					a., and b. Disclosed in Section 1.7. Materiality Assessment, Pages 15-16 of this Sustainability Report.
	<p>3-2: List of material topics *</p> <p>The organization shall:</p> <ul style="list-style-type: none"> a. list its material topics; b. report changes to the list of material topics compared to the previous reporting period. 					a. Disclosed in Section 1.7. Materiality Assessment, Page 16 of this Sustainability Report. b. Only the manner of referring to material topics has changed, but the material topic list continues to remain the same.
	<p>3-3: Management of material topics</p> <p>For each material topic reported under Disclosure 3-2, the organization shall:</p> <ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; 					a., b., c., d. and e. Please refer to Table 4.2. GRI Materiality Alignment on Pages 62-63 of this Sustainability Report.



GRI Standard/ Other Source	Standard Disclosure	Omission			GRI Sector Standard Ref. No.	Disclosure
		Requirement(s) omitted	Reason	Explanation		
GRI 3 used	Stakeholder Engagement					
	b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).					

Topic Specific Standards

Topic	Explanation	Material Topic	Location
Economic Performance 2016 (201)			
201-1	Direct economic value generated and distributed	N/A	N/A
201-2	Financial implications and other risks and opportunities due to climate change	Resource Management	Financial implications are managed by efforts disclosed in Section 2.6. Resource Management, Pages 24–26 of this Sustainability Report.
201-3	Defined benefit plan obligations and other retirement plans	N/A	N/A
201-4	Financial assistance received from government	N/A	N/A
Market Presence 2016 (202)			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Talent attraction and retention	Disclosed in Section 2.2. Talent Attraction and Retention, Page 21 of this Sustainability Report.
202-2	Proportion of senior management hired from the local community	Human capital management	10.52% in managerial level.
Indirect Economic (203)			
203-1	Infrastructure investments and services supported	Contributing to society	Financial implications are managed by efforts disclosed in Section 2.5. Contributing to Society, Page 22 of this Sustainability Report.
203-2	Significant indirect economic impacts	N/A	N/A
Procurement Practices 2016 (204)			
204-1	Proportion of spending on local suppliers	Value outcomes for clients	Disclosed in sub-section Local Procurement, Page 32.
Anti-Corruption 2016 (205)			
205-1	Operations assessed for risks related to corruption	Business ethics and compliance	Disclosed in Section 3.2. Business Ethics and Compliance, Page 30 of this Sustainability Report.
205-2	Communication and training about anti-corruption policies and procedures	Business ethics and compliance	Disclosed in Section 3.2. Business Ethics and Compliance, Page 30 of this Sustainability Report.



Topic	Explanation	Material Topic	Location
Anti-Corruption 2016 (205)			
205-3	Confirmed incidents of corruption and actions taken	Business ethics and compliance	RSM Kuwait does not have any confirmed incidents of corruption.
Anti-Competitive Behavior 2016 (206)			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business ethics and compliance	None.
Tax 2019			
207-1	Approach to tax	N/A	N/A
207-2	Tax governance, control, and risk management	Business ethics and compliance	N/A
207-3	Stakeholder engagement and management of concerns related to tax	N/A	N/A
207-4	Country-by-country reporting	N/A	N/A
Environmental Materials 2016 (301)			
301-1	Materials used by weight or volume	Resource management	N/A
301-2	Recycled input materials used	Resource Management	Disclosed in Section 2.6. Resource Management, Pages 24–25 of this Sustainability Report.
301-3	Reclaimed products and their packaging materials	Resource management	N/A
Energy 2016 (302)			
302-1	Energy consumption within the organization	Resource management	Not reported as office space is rented.
302-2	Energy consumption outside of the organization	Resource management	
302-3	Energy intensity	Resource management	N/A
303-3	Reduction of energy consumption	Resource management	Disclosed in Section 2.6. Resource Management, Page 26 of this Sustainability Report.
304-3	Reductions in energy requirements products and services	Resource management	N/A

Topic	Explanation	Material Topic	Location
Water and Effluents 2018 (303)			
303-1	Interactions with water as a shared resource	Resource management	N/A
303-2	Management of water discharge-related impacts	Resource management	N/A
303-3	Water withdrawal	Resource management	N/A
303-4	Water discharge	Resource management	N/A
303-5	Water consumption	Resource management	N/A
Biodiversity 2016 (304)			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Resource management	N/A
304-2	Significant impacts of activities, products, and services on biodiversity	Resource management	N/A
304-3	Habitats protected or restored	Resource management	N/A
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Resource management	N/A
Emissions 2016 (305)			
305-1	Direct (Scope 1) GHG emissions	Resource management	Disclosed in Section 2.6. Resource Management, Page 26 of this Sustainability Report.
305-2	Energy indirect (Scope 2) GHG emissions	Resource Management	Disclosed in Section 2.6. Resource Management, Page 26 of this Sustainability Report.
305-3	Other indirect (Scope 3) GHG emissions	Resource management	Disclosed in Section 2.6. Resource Management, Page 26 of this Sustainability Report.
305-4	GHG emissions intensity	Resource management	N/A
305-5	Reduction of GHG emissions	Resource management	Disclosed in Section 2.6. Resource Management, Page 26 of this Sustainability Report.
305-6	Emissions of ozone-depleting substances (ODS)	N/A	N/A
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	N/A	N/A

Topic	Explanation	Material Topic	Location
Waste 2020 (306)			
306-1	Waste generation and significant waste-related impacts	Resource management	Disclosed in Section 2.6. Resource Management, Page 25 of this Sustainability Report.
306-2	Management of significant waste-related impacts	Resource management	Disclosed in Section 2.6. Resource Management, Page 25 of this Sustainability Report.
306-3	Waste generated	Resource management	Disclosed in Section 2.6. Resource Management, Page 26 of this Sustainability Report.
306-4	Waste diverted from disposal	Resource management	Disclosed in Section 2.6. Resource Management, Page 26 of this Sustainability Report.
306-5	Waste directed to disposal	Resource management	Disclosed in Section 2.6. Resource Management, Page 26 of this Sustainability Report.
Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Value outcomes for clients	N/A
308-2	Negative environmental impacts in the supply chain and actions taken	Value outcomes for clients	None.
Environmental Materials 2016 (301)			
401-1	New colleague hires and colleague turnover	Human capital management, Talent attraction and retention	Disclosed in Section 2.2. Talent Attraction and Retention, Page 21 of this Sustainability Report.
401-2	Benefits provided to full-time colleagues that are not provided to temporary or part-time colleagues	Human capital management, Talent attraction and retention	Disclosed in Section 2.2. Talent Attraction and Retention, Page 21 of this Sustainability Report.
401-3	Parental leave	Human capital management, Talent attraction and retention	Disclosed in Section 2.2. Talent Attraction and Retention, Page 21 of this Sustainability Report.

Topic	Explanation	Material Topic	Location
Labor/Management Relations 2016 (402)			
402-1	Minimum notice periods regarding operational changes	Human capital management, Talent attraction and retention	RSM Kuwait does not have minimum notice periods regarding operational changes. However operational changes are communicated to stakeholders as necessary.
Occupational Health and Safety 2018 (403)			
403-1	Occupational health and safety management system	Occupational health and safety	Disclosed in Section 2.3. Occupational Health and Safety, Page 22 of this Sustainability Report.
403-2	Hazard identification, risk assessment, and incident investigation	Occupational health and safety	Disclosed in Section 2.3. Occupational Health and Safety, Page 22 of this Sustainability Report.
403-3	Occupational health services	Occupational health and safety	N/A
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety	Disclosed in Section 2.3. Occupational Health and Safety, Page 22 of this Sustainability Report.
403-5	Worker training on occupational health and safety	Occupational health and safety	Disclosed in Section 2.3. Occupational Health and Safety, Page 22 of this Sustainability Report.
403-6	Promotion of worker health	Occupational health and safety	Disclosed in Section 2.3. Occupational Health and Safety, Page 22 of this Sustainability Report.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety	Disclosed in Section 2.3. Occupational Health and Safety, Page 22 of this Sustainability Report.

Topic	Explanation	Material Topic	Location
Occupational Health and Safety 2018 (403)			
403-8	Workers covered by an occupational health and safety management system	Occupational health and safety	Disclosed in Section 2.3. Occupational Health and Safety, Page 22 of this Sustainability Report.
403-9	Work-related injuries	Occupational health and safety	Disclosed in Section 2.3. Occupational Health and Safety, Page 22 of this Sustainability Report.
403-10	Work-related ill health	Occupational health and safety	Disclosed in Section 2.3. Occupational Health and Safety, Page 22 of this Sustainability Report.
Training and Education 2016 (404)			
404-1	Average hours of training per year per colleague	Human capital management, Talent attraction and retention	Disclosed in Section 2.1. Colleague Training, Page 20 of this Sustainability Report.
404-2	Programs for upgrading colleague skills and transition assistance programs	Human capital management, Talent attraction and retention	Please refer to Table 4.3, Page 64-65 of this Sustainability Report.
404-3	Percentage of colleagues receiving regular performance and career development reviews	Human capital management, Talent attraction and retention	100%
Diversity and Equal Opportunity 2016 (405)			
405-1	Diversity of governance bodies and colleague	Human capital management, Talent attraction and retention	Governance body diversity is not disclosed for RSM Kuwait. Colleague diversity is disclosed in Section 2.2. Talent Attraction and Retention, Page 22 of this Sustainability Report.
405-2	Ratio of basic salary and remuneration of women to men	Talent management, development and retention	1 to 1

Topic	Explanation	Material Topic	Location
Non-Discrimination 2016 (406)			
406-1	Incidents of discrimination and corrective actions taken	Business ethics and compliance	None.
Freedom of Association and Collective Bargaining 2016 (407)			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Value outcomes for clients	RSM Kuwait does not have operations nor suppliers in which the right to freedom of association and collective bargaining may be at risk.
Child Labor 2016 (408)			
408-1	Operations and suppliers at significant risk for incidents of child labor	Value outcomes for clients	RSM Kuwait does not have operations nor suppliers at significant risk for incidents of child labor.
Forced or Compulsory Labor 2016 (409)			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Value outcomes for clients	RSM Kuwait does not have operations nor suppliers at significant risk for incidents of forced or compulsory labor.
Security Practices 2016 (410)			
410-1	Security personnel trained in human rights policies	N/A	N/A
Rights of Indigenous Peoples 2016 (411)			
411-1	Incidents of violations involving rights of indigenous peoples	Occupational health and safety	RSM Kuwait has no recorded incidents of violations involving rights of indigenous peoples.

Topic	Explanation	Material Topic	Location
Local Communities 2016 (413)			
413-1	Operations with local community engagement, impact assessments, and development programs	Contributing to society	Disclosed in Section 2.5. Contributing to Society, Page 22 of this Sustainability Report.
413-2	Operations with significant actual and potential negative impacts on local communities	Contributing to society	N/A
Supplier Social Assessment 2016 (414)			
414-1	New suppliers that were screened using social criteria	N/A	N/A
414-2	Negative social impacts in the supply chain and actions taken	N/A	N/A
Public Policy 2016 (415)			
415-1	Political contributions	N/A	None.
Customer Health and Safety 2016 (416)			
416-1	Assessment of the health and safety impacts of product and service categories	Service stewardship	N/A
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Service stewardship	N/A
Marketing and Labeling 2016 (417)			
417-1	Requirements for product and service information and labeling	Service stewardship	Not applicable to our sector or activities.
417-2	Incidents of non-compliance concerning product and service information and labeling	Service stewardship	None
417-3	Incidents of non-compliance concerning marketing communications	Service stewardship	None
Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Value outcomes for clients	None

4.2. GRI Materiality Alignment

Material topic	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on your human rights	Is RSM Kuwait involved with the negative impacts through its activities or as a result of its business relationships? If yes, describe the activities or business relationships	Describe your policies or commitments regarding the material topic	Describe actions taken to prevent or mitigate potential negative impacts
Service stewardship	Under Section 3.3	RSM Kuwait is not involved with negative impacts regarding this topic.	RSM Ethics and Independence	Under Section 3.3
Business ethics and compliance	Under Section 3.2	RSM Kuwait is not involved with negative impacts regarding this topic.	RSM Ethics and Independence, Anti-Bribery and Corruption Policies and Procedures, RSM Quality Assurance & Risk Containment Policy, Sanctions Policy	Under Section 3.2
Value outcomes for clients	Under Section 3.5	RSM Kuwait is not involved with negative impacts regarding this topic.	RSM Ethics and Independence	Under Section 3.5
Client confidentiality	Under Section 3.4	RSM Kuwait is not involved with negative impacts regarding this topic.	RSM Ethics and Independence, RSM IT Policy	Under Section 3.4
Human capital management	Under Section 2.1	RSM Kuwait is not involved with negative impacts regarding this topic.	Code of Conduct, Annual Leave Policy	RSM Kuwait is not involved with negative impacts regarding this topic.
Contributing to society	Under Section 2.5	RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	RSM Kuwait is not involved with negative impacts regarding this topic.
Occupational health and safety	Under Section 2.3	RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 2.3
Resource management	Under Section 2.6	RSM Kuwait is not involved with negative impacts regarding this topic.	Code of Conduct	Under Section 2.6
Talent attraction and retention	Under Section 2.2	RSM Kuwait is not involved with negative impacts regarding this topic.	Code of Conduct	Under Section 2.2
Colleague rights	Under Section 2.4	RSM Kuwait is not involved with negative impacts regarding this topic.	Code of Conduct	Under Section 2.4
Governance	Under Section 3.1	RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	N/A

Describe actions taken to address actual negative impacts, including actions to provide for or cooperate in their remediation	Describe actions taken to manage actual and potential positive impacts	Describe the processes used to track the effectiveness of the aforementioned actions	Describe goals, targets, and indicators used to evaluate progress of the aforementioned actions	Describe the effectiveness of the actions, including progress toward the goals and targets	Describe lessons learned and how these have been incorporated into RSM Kuwait's operational policies and procedures
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 3.3	N/A	N/A	N/A
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 3.2	N/A	N/A	N/A
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 3.5	N/A	N/A	N/A
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 3.4	N/A	N/A	N/A
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 2.1	N/A	N/A	N/A
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 2.5	N/A	N/A	N/A
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 2.3	N/A	N/A	N/A
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 2.6	N/A	N/A	N/A
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 2.2	N/A	N/A	N/A
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 2.4	N/A	N/A	N/A
RSM Kuwait is not involved with negative impacts regarding this topic.	N/A	Under Section 3.1	N/A	N/A	N/A

4.3. Training Index

Training Course	Hours	# of Participants	Total Hours	Department	Level
IAS 16 Property, plant and equipment	2	50	100	Assurance	All
RSM InTrust training	3	55	165	All	All
Assurance Division training – S1	1	14	14	Assurance	Supervisors and above
Assurance Division training – S2	4	14	56	Assurance	Supervisors and above
IAS – Presentation of Financial Statements	1	55	55	Assurance	Associates to Managers
IAS 2 – Inventories	1	55	55	Assurance	Associates to Managers
IAS 7 – Statement of Cash Flows	1	55	55	Assurance	Associates to Managers
IAS 8 – Accounting Policies, Changes in Accounting Estimates and Errors	1	50	50	Assurance	Associates to Managers
IAS 10 – Events After the Reporting Period	1	55	55	Assurance	Associates to Managers
IAS 16 – Property, Plant and Equipment	1	55	55	Assurance	Associates to Managers
Consumer & Installment Loans training	5	14	70	Assurance	Assurance Leaders
RAS Technical Training Conference Opening Session – 2022	50	17	850	Risk Consulting	All
Security Awareness Training	2	10	20	All	Selected members
RSM Academy 2022: Africa and MENA event – what you need to know	90	5	450	All	Selected members
FRS 10 Workshop on consolidation of subsidiaries	3	70	210	Assurance	All
RSM Orb Demonstration	3	70	210	Assurance	All
Data Analytics Orientation	2	55	110	Assurance	Associates and Senior Associates
Applied Training Program	24	75	1800	Assurance	All
IFRS Training 2022 by RSM Global	15.5	30	465	Assurance	All
Annual Assurance Training – Batch 1	15	29	435	Assurance	Associates and Senior Associates
Annual Assurance Training – Batch 2	15	22	330	Assurance	Supervisors and above
How to Master The Art of Time Management by Brian Tracy	3	15	45	All	Selected members
PMP Exam Preparation	36	2	72	Support	Selected members

Training Course	Hours	# of Participants	Total Hours	Department	Level
Productivity and Time Management for the Overwhelmed	2	10	20	All	Selected members
EXCEL at Work – Complete MS Excel Mastery Beginner to Pro	7	11	77	All	Selected members
Business Etiquette 101: Social Skills for Success	4	6	24	All	Selected members
Master Microsoft Word Beginner to Advanced	7	6	42	All	Selected members
How to Become a Workplace Coach: The Fundamentals	1.5	6	9	All	Selected members
Mentor for Impact – Start Mentoring	1	6	6	All	Selected members
100 Days of Code: The Complete Python Pro Bootcamp for 2023	11	1	11	Corporate Finance	Selected members
Machine Learning A-Z™: Python & R in Data Science [2023]	48	1	48	All	Selected members
Complete Personal Development Personal Transformation Course	28	3	84	Support	Selected members
Certified Quality Auditor Training	12	2	24	Consulting	Selected members
Excel Power Query Beginner to Advanced (including M)	16.5	2	33	Consulting	Selected members
The Complete Communication Skills Master Class for Life	4	2	8	Consulting	Selected members
Total	-	-	6,113		

4.4. RSM Kuwait Selected Policies

S.No.	Title
RSM GLOBAL	
1	RSM Peer Review Global Inspection Policy
2	RSM Global – Risky Client Policy
3	Sanctions Policy
4	RSM Quality Assurance & Risk Containment Policy
5	RSM Ethics and Independence Policy
6	Anti-Bribery and Anti-Corruption Policies and Procedures 2022.1
7	Engagement Acceptance and Risk Assessment Form
REGULATORY	
8	CMA – Disclosure and Transparency
9	IFAC Code of Ethics – 2022
HR	
10	Dress Code Policy
11	Business Travel Policy
12	Group Medical Insurance Policy 2019
13	Evaluation Policy
14	Annual Leave Policy
15	Work from Home Country
16	Professional Certification Assistance Policy
17	HR Email Communication
ADMIN	
18	Office Hot Room Booking Policy
19	Hall Rules
20	Cafeteria Lounge Rules
21	Corporate Gift Policy
INFORMATION SECURITY	
22	RSM IT Policy
INTERNAL COMPLIANCE	
23	Letter Format Drafts
OTHERS	
24	E-Signature Process Manual
25	External Event Checklist
26	Presentation Time Saver Template





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