



Meet John

Transcription

I'm John McCalla-Leacy. I'm a partner in KPMG and also the UK Head of ESG. ESG is Environmental, Social and Governance. I absolutely thrilled to be stepping into this new role.

So, ESG is absolutely the biggest thing that our company, most companies will be engaged with and involved with for many, many years to come. And we've seen some hints of that, haven't we? On the 'E' with respect to climate change but also in recent years on the 'S' with respect to things like MeToo movement or with respect to Black Lives Matter. So, this is absolutely sweeping the globe and it's not just a social media thing, it's not just a Twitter thing, it's a everybody thing. It's a every company thing. So, I actually I was speaking to my daughter not so long ago and I was trying to get across to her what it actually means. And I said to her, 'Well, it's actually all about fairness, really.' Because when you think about it with respect to the environment and considering the impact that we have on the environment and considering how we consume or how much we consume or how much we consume and what we consume. So, there's a piece there around balance and just ensuring that we're not taking out too much. But then also that's true in terms of our relationships with one another and this is why you have the 'E' which is about climate, which is about decarbonisation, which is about striving towards net zero but on the 'S' there is also a strong piece which is around inclusion. It's around diversity, it's around social equality. You know, it's not enough just to consider ourselves when there are others in our broader community who are not as fortunate as ourselves. So, it is much more broader than that. And then the 'G' the governance, is really about holding ourselves to account and making sure that we've got the structures, the policies, the procedures to ensure that we continue this whole concept of fairness in a way, and I'm going to be really clear on this, in a way which is not a charity. It's the right thing to do for our community, for people, for others, but also for business. It makes good business sense. What I'm going to do with my fellow partners and colleagues is really look at how that impact us as a firm. What is it we need to do change? And also, how we can support our clients on the journey that they will take.