

Creating stronger futures together

Kevane Grant Thornton
2022 ESG Report

Content

Introduction

Materiality Map

Organizational Aspects

Environment

Social and Employees Issues

Ethics and Compliance

Human Rights

Introduction

Kevane Grant Thornton LLP (“KGT”) is a partnership engaged in the practice of public accounting in San Juan, Puerto Rico. We are the Puerto Rico member firm of Grant Thornton International (GTI). GTI is an organization of independently owned, legally organized and managed firms of Grant Thornton International (GTI).

KGT provides a full range of audit, outsourcing, tax, and advisory services, consistent with ethical and professional standards and regulatory requirements and with the limitations imposed by our Firm’s membership in the AICPA.

Our commitment to environmental, social and governance (ESG) excellence is not a response to a moment in time. We have set ESG at the heart of our firm's strategy to increase risk resilience and drive new growth opportunities. We see ESG as a business imperative and one of the critical ways in which we take action to carry out our responsibilities as a good corporate citizen to **Creating stronger futures together.**



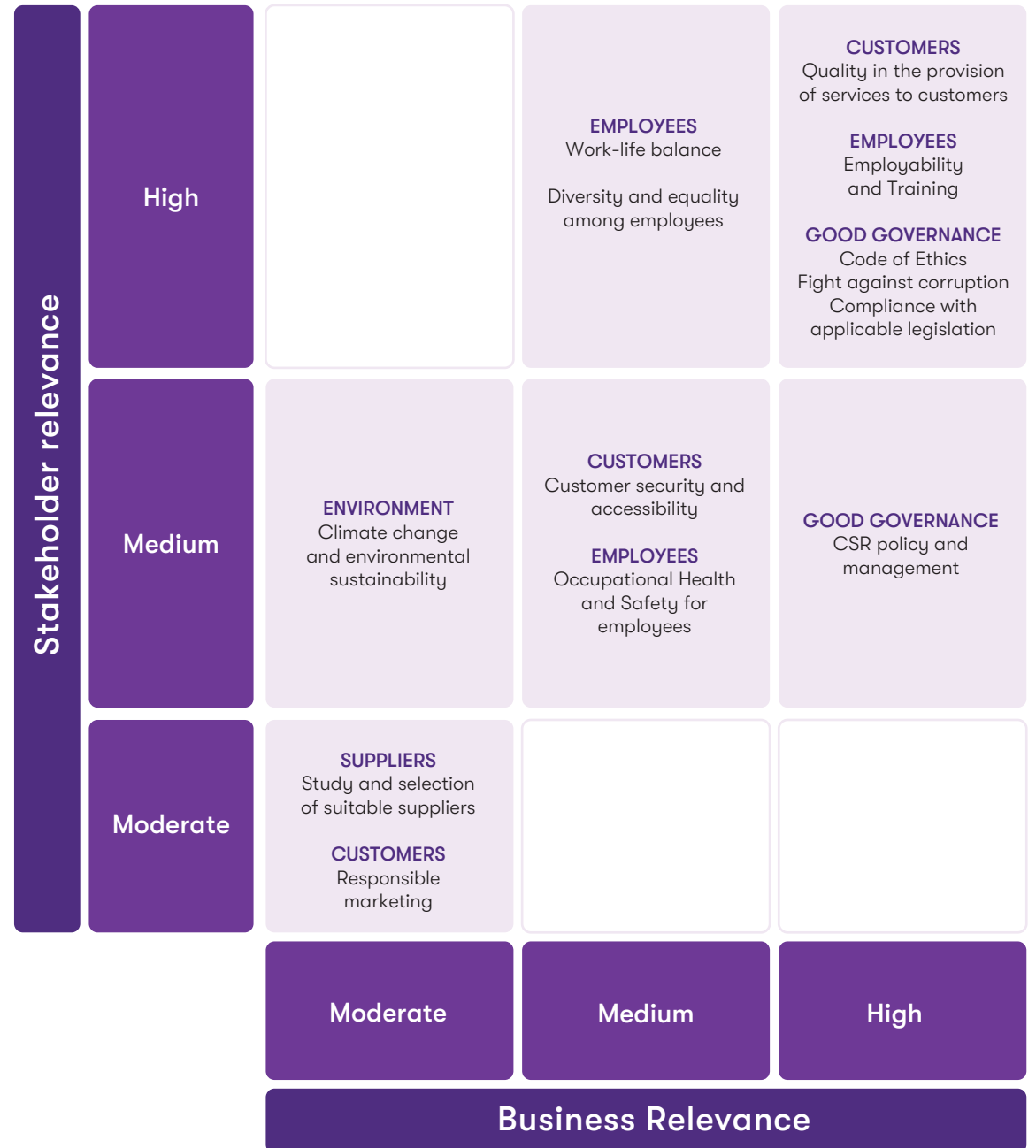
Kevane

Grant Thornton

Materiality Map

The materiality analysis, which involves an analysis of the relevant issues for the business and stakeholders, is key for the organization, both for reporting and for defining the strategy, initiatives and relationship with stakeholders.

As defined by the GRI standard, materiality is the threshold that determines which aspects are sufficiently relevant to stakeholders and should be reported on.



Mission

"At Grant Thornton, the global mission is to be the leading advisory firm for dynamic organizations, helping them to realize their full growth potential through innovative, efficient and profitable management that enables the professional and economic growth of each of its stakeholders."

Vision

"The vision is to be one of the largest international firms in the medium segment that provides innovative and quality services, through a highly trained employees, motivated and congruent with the values of our organization, thus achieving constant growth and profitable results."

Organizational Aspects

We care about people and relationships. For us, our work is not just business. It is personal. We are empathetic, collaborative and personal.

We are more agile. We work at the fast pace of our clients.

We value different perspectives, we like new ideas, different solutions and safe decisions.

We lead the way. We don't predict the future, but help our clients shape it, with proactive advice, practical tips and positive developments. Maximum focus on quality.

We are committed to high quality. Always.

KGT shares with the other member firms of Grant Thornton International a set of values (summarized by the acronym CLEARR) that shape the corporate culture and the way it conducts itself professionally. They are united around a common purpose that enables us to deliver the same quality experience to clients anywhere in the world.



Collaboration

Work together;
act as one.



Agility

See with clarity;
act with purpose.



Leadership

Build trust;
make a difference.



Respect

Care deeply;
listen intently.



Excellence

Deliver quality;
pursue greatness.



Responsibility

Own your action;
be aware of your impact.



Kevane

Grant Thornton

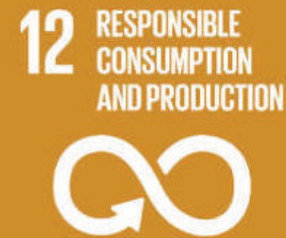
Environment

Circular economy and waste prevention and management

Communication to all partners and employees the firm's full support for achieving corporate social responsibility objectives for environmental management.

Communication to all partners and employees the importance of individual responsibility and innovation to help improve, protect and preserve the environment.

Respect the environment in the offices by encouraging the creation of environmental policy officers, with environmental awareness-raising activities.



As part of the policy for the protection of the environment, the reduction, reuse and recycling of paper and materials is established. To comply with the policy, a Reduction, Reuse and Recycling Programme is developed and established at Kevane Grant Thornton's administrative offices.

Energy Consumption

San Juan

Total KWH office annually

227.175,00

Monthly Consumption

18.931,25

Social and Employees Issues

KGT had 200 employees at the end of the financial year 2022:

 **45%**

 **55%**

2022					
Age	Gender	Administrative	Professional	Management	TOTAL
< 30	Total	2	77	1	80
	Male	0	43	0	43
	Female	2	34	1	37
30 – 50	Total	9	52	44	105
	Male	3	21	18	42
	Female	6	31	26	63
> 50	Total	7	3	5	15
	Male	0	2	2	4
	Female	7	1	3	11
TOTAL	-	18	132	50	200

Age	Administrative	Professional	Management	Average
< 30	34,000	45,200	80,000	45,400
30 – 50	32,300	54,900	93,700	69,200
> 50	38,100	49,800	94,700	59,300
TOTAL	34,800	49,100	93,500	58,900

The result of the wage gap in 2022 is only

2.23%

4 QUALITY EDUCATION



In 2020, as the COVID-19 pandemic spread across the globe, most countries announced temporary school closures, affecting more than 91% of students worldwide. In April 2020, nearly 1,6 billion children and young people were out of school. Similarly, nearly 369 million children who rely on school canteens had to seek other sources of daily nutrition.



5 GENDER EQUALITY



- Certification Woman Who Lead
- Businesswomen's NETWORK Puerto Rico Chamber of Commerce
- Girls Scouts of America – education
- Programs aimed at eliminating situations of discrimination and promoting equal opportunities.



8 DECENT WORK AND ECONOMIC GROWTH



- Help people cope with adversity through social protection and basic services
- Guide the necessary increase in fiscal and financial stimulus to make macroeconomic policies work for the most vulnerable and strengthen multilateral and regional responses
- Promote social cohesion and invest in community-driven resilience and response systems.



Ethics and Compliance

Ethics is an integral part of KGT's corporate culture and values

A Manual of Policies and Procedures for the Prevention of Money Laundering and Terrorist Financing sets out the ethical and procedural standards in relation to the acceptance of clients

There is **zero tolerance for bribery**, corruption and money laundering, and professionals, suppliers and other third parties involved in the conduct of KGT's business are expected not only to comply with the established regulations, but also to act in good faith and with KGT's interests in mind in their actions.



Human Rights

Labor exploitation and child labor: KGT is committed to complying with the law, respecting human rights and rejecting any kind of child, forced or compulsory labor.

Lack of freedom of association and collective bargaining: KGT supports freedom of association and the effective recognition of the right to collective bargaining.

Discrimination: KGT supports the abolition of discriminatory practices in employment and occupation, eradicating all signs of inequality based on race, gender or religion.

Corruption: KGT works with measures that prevent corruption and punishes it in all its forms, including extortion and blackmail or bribery.

Measures to promote respect for human and workers' rights: As a means of monitoring and preventing human rights, KGT ensures that all employees work in accordance with these labor standards and norms, enforcing working hours as far as possible, in strict compliance with employment contracts and social and trade union obligations.





Kevane

Grant Thornton