



Our sustainability report

Mazars in Singapore

mazars



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Introduction

Foreword

Balancing today and tomorrow

Dear reader,

We are pleased to introduce Mazars in Singapore's first Corporate Social Responsibility Report. We hope it provides a fair reflection of our longstanding commitment to being an exemplary corporate citizen and serving the public interest in everything we do.

In this document, we take stock of our initiatives and commitment towards helping build a fairer society. By focusing on five main areas – integrity and responsibility, providing an inclusive and stimulating work environment for our people, reducing our environmental impact, developing sustainable services, and contributing to our communities – we show what it truly means to us to be #MazarsforGood, an international partnership that creates shared value for all of its stakeholders.

The UN Sustainable Development Goals are an internationally recognised blueprint to achieve a better and more sustainable future for all, and we believe that with our strategy we can actively contribute to them.

In Singapore, where sustainability has always been integral to our history, we have continuously committed ourselves to this framework. Quality education, gender equality, decent work and economic growth, and responsible consumption and production, among others, are clear objectives for us as a firm.

Since Mazars was founded, we have embraced a balanced worldview, taking responsibility for shaping a sustainable industry, and managing our firm for the benefit of future generations.

We have long been active contributors to debates on the evolution of our profession and its impact on economies and societies. We have placed strong emphasis on empowering our people and our teams, on providing them with lifelong learning opportunities to develop the highest levels of technical excellence.

As our firm in Singapore grows and expands, more and more of our professionals have become involved with initiatives aimed at giving back to communities, preserving the environment or helping charities. We have featured and highlighted a few of them in this report.

As a leading international audit, tax and advisory firm, we know we are expected to do more than just grow our business and maximise profit. Our people, our clients, our stakeholders, and our entire ecosystem expect us to approach every piece of work with independence, accountability, and a social conscience.

Ensuring our teams are prepared to deliver quality services in a meaningful way helps us to build a sustainable practice that promotes long-term growth, healthier economies, and better communities. This is at the top of our agenda.



Rick Chan
Managing Partner
Mazars in Singapore

Mazars at a glance

Mazars is an internationally integrated partnership, specialising in audit, accountancy, advisory, tax and legal services.¹ Operating in over 90 countries and territories around the world, we draw on the expertise of 42,000 professionals – 26,000 in the Mazars integrated partnership and 16,000 via the Mazars North America Alliance – to assist clients of all sizes at every stage of their development.

¹ Where permitted under applicable country laws.

Our services

Audit & assurance

Consulting

Financial advisory

Outsourcing

Tax

Sustainability

Privately owned business

Key figures

1,100
partners

90+
countries and territories

7.8%*
year-on-year growth (2019-2020)

€1.9bn
fee income

59%
of our team contributed to a charitable
cause in 2020

over 42,000
professionals

26,000+ in Mazars' integrated partnership;
16,000+ via the Mazars North America Alliance

These figures are valid as at 1 January 2021. For our latest information
please visit www.mazars.com/keydata

* Excludes forex impact of -0.3%



Our model and strategy

Our Corporate Social Responsibility strategy

Analysing our ecosystem of stakeholders, identifying our top material issues and looking at how we create value led us to identify a strategy based on five pillars.

We have chosen to place our focus on five major areas where we believe we can make a real difference: integrity and responsibility at the core of our operating model; providing the best working conditions to our people in each and every one of our offices around the world; fighting climate change and reducing our carbon footprint; developing sustainable services to help organisations achieve responsible long-term growth; and engaging with our communities to create shared value.

Since 2015, the UN Sustainable Development Goals have been the blueprint to achieve a better and more sustainable future for all. They address the global challenges the world faces, including those related to poverty, inequality, climate, environmental degradation, prosperity, peace and justice. They are guidelines for governments, businesses and individuals to act and take tangible steps towards the preservation of our natural resources and the improvement of living standards all over the world.

As a global firm and a leading player in audit, tax and advisory services, we see these goals as beacons that inspire us to turn today's challenges into tomorrow's opportunities: entering new markets; developing new products and services; and eventually transforming business and the world.

In this respect, Mazars has been since 2012 an active member of the UN Global Compact – the largest voluntary corporate sustainability initiative to encourage businesses worldwide to adopt socially responsible policies, and to report on their implementation. While our direct impact as a professional services firm can be considered relatively small on some aspects, we see it as our duty to contribute to achieving the Sustainable Development Goals.

Our five strategic pillars



Actively supporting eight UN Sustainable Development Goals



Good health and well-being: Ensure healthy lives and promote well-being for all at all ages



Industry, innovation and infrastructure: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation



Quality education: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Responsible consumption and production: Ensure sustainable consumption and production patterns



Gender equality: Achieve gender equality and empower all women and girls



Climate action: Take urgent action to combat climate change and its impacts



Decent work and economic growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Peace, justice and strong institutions: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Our fundamental values: integrity and responsibility

Our CSR strategy as presented above, as well as our commitments would mean nothing if they were not deeply rooted in our culture and fundamental values. At the heart of everything we do are integrity and responsibility.

For us, this means first and foremost making sure that our quality management processes and tools are robust and exemplary. This is precisely what Mazars' Quality and Risk Management Board is responsible for, with the aim of fostering the sustainable growth of all our services and making sure all staff and partners receive the training they need to achieve technical and ethical excellence for maximum client benefit.

In 2018 we refreshed our global code of conduct and have made training on the code mandatory for all staff worldwide. Our global code of conduct is a

practical guide to help our people, regardless of age, position or country, navigate difficult choices and make the right decisions, in line with our values. We handle any breaches seriously and take appropriate action to uphold this code whenever necessary. By doing so, we will be a trusted firm, working for the collective interest, committed to our clients, our people and wider society.

We also pay attention to assignment acceptance. To this effect, we have built our own global hub for independence checks, to ensure we avoid conflicts of interests and other potentially damaging situations. Finally, we have stepped up our investment in our IT tools, particularly data security, as respecting our clients' and people's privacy is our top priority.

Walking the talk

Putting people at the heart of our development

Our clients expect knowledge and expertise, and will do so even more in the years to come. Human capital is what will make the difference, and we need to make sure we hire, nurture and develop the best talent and the most relevant expertise, for today and tomorrow.

At Mazars, we are resource-driven and talent-intensive. That is why we spend a lot of effort in cultivating the best possible conditions for our people to learn, grow and become tomorrow's problem solvers for our clients. We encourage our staff to continuously upskill themselves, taking pride in our technical expertise and the quality of our work.

Our commitment to education and training

Mazars has been appointed as an Accredited Training Organisation (ATO) by the Singapore Accountancy Commission (SAC) in the Singapore Qualification Programme (Singapore QP). Being an ATO signifies that we have been recognised by the SAC as having an appropriate working environment and mentoring support for staff who wish to undertake the Singapore QP.

Mazars fully supports the Singapore QP which provides a pathway for qualification and recognition for individuals from all disciplines who aspire to be Chartered Accountants of Singapore.

To find out more about the learning experience at Mazars and what this accreditation truly means for technical professionals, we spoke with Narissa Chen, Partner, Head of Technical, Training and Talent.

7,911

Total number of hours our technical staff dedicated to training and development in FY2019/2020

As the Head of Technical, Training and Talent at Mazars in Singapore, could you tell us more in detail about how Mazars develops its people?

NC: We strongly believe in developing each professional as an all-rounder whom we will be proud to celebrate their success as a well-accomplished individual. Not only do we design programmes to train our professionals to be technically adequate and relevant, we believe in cultivating an interactive and conducive environment which would encourage our professionals to share their knowledge and ideas, challenge one another, as well as innovate. In addition to reiterating the importance of having the right ethical values, our training curriculum aims to develop our professionals' leadership skills, digital skills and other soft skills that they need as they grow in their career with us.

As an international firm, we also strive to develop a global perspective within our people. Living up to what we are as a united partnership, we work closely with our other Mazars offices to facilitate regular cross-border exchanges and regional/global trainings for our talents. We also recognise the need of our hungry talents: exposure to new experiences. Hence, we facilitate cross-departments exchanges or transfers within our Singapore office. Our professionals are empowered to match their career with their aspirations both within and outside our firm.

What are some of the courses offered under Mazars University, and how do they improve on technical excellence?

NC: The technical and training team has committed to creating and tailoring a programme, comprising of interactive e-learnings and classroom trainings to support our staff's continued development in the everchanging landscape. Professionals who are interested in exposing themselves to other fields of expertise will also have the opportunity to do so as well."

These courses allow attendees to be rewarded with Continuing Professional Education (CPE) hours, which will count toward their application as a public accountant. For example, we have the Technical Focus Series for Partners and portfolio holders who then impart the knowledge to their team members. We also have the Quality Control Feedback course and Technical Financial Statements Review Feedback course available to everyone to hone their analytical skills.

To ensure progression and continuous growth, our Core Competence Training Series is created for professionals at different stages of their career. For selected professionals who require it, we also have a Specialised Training Series. These include Considerations for audits of financial services entities, of Chinese entities, and of US GAAP/GAAS entities. Professionals who are interested in exposing themselves to other fields of expertise will also have the opportunity to do so as well.

What advice would you give to someone who is starting their career in accounting?

NC: Accounting jobs are often cited as not glamorous enough. This is a myth. As the new accountant today, you are not only expected to be savvy with numbers, but you would need to be analytical and good with business and people. Starting a career in accounting is a wise choice as you will be given opportunities to talk to people from different industries and backgrounds and you will be able to acquire different useful skillsets. What is important is that you would need to be open and be unafraid to question and challenge. The initial years in accounting can be taxing as the learning curve would be steep, so it is important that you take good care of your physical and mental health and maintain your stamina. I am confident that the years invested in an accounting career would help to build a strong foundation in your future career and personal development.



Narissa Chen
Partner, Technical, Training
and Talent



Walking the talk

Putting people at the heart of our development

Building a diverse talent pool

Mazars is strongly committed to accelerating gender diversity in its organisation as, not only is the topic a subject of concern for modern societies, it is also a proven condition for business and organisational performance. We are a truly multicultural partnership and we celebrate what makes us different. We do not tolerate discrimination in any form.

Since 2014, a Gender Diversity steering committee has been set-up and championed by Antonio Bover, member of the Group Executive Board and Managing Partner of Mazars in Spain. Our top priority is to focus on a better representation of women in the organisation at leadership level. For this purpose, Mazars Group has set global specific targets to increase the number of female partners and executives in our firm by 2025. We believe accelerating diversity in the workplace is a shared responsibility; therefore, each member entity of our partnership is also in charge of and accountable for setting its own objectives.

Our involvement is carried out through various actions such as continuously promoting our offices' best practices - notably on the topics of mentoring and networking, promoting with fairness and creating a great place to work. We also regularly conduct group-wide internal staff surveys to take into account our people's views, in which we always pay particular attention to diversity and make sure to listen to women's perspectives.

We make sure to build and cultivate a female talent pipeline. Finally, ambassadors are being identified in each country to support progress on these initiatives and to become positive role models.

“The HR Asia award is a testament to our practices as an international audit, tax and advisory firm – we encourage our Mazarians to celebrate their individuality and cultivate a pioneering spirit in all that they do as one team. This award belongs to all of us who believe in Mazars and its values.”

Rick Chan
Managing Partner

75%

of our people have a professional degree and qualification

52%

of our workforce are women

12%

of our leaders are women

61%

of our workforce is under 30 years old

Zoom

Mazars in Singapore is delighted to announce that for the fourth consecutive year (2017-2020), we are one of the winners of the HR Asia's Best Companies to Work for in Asia award.

This award recognises companies that have shown world-class employee engagement and workplace excellence, while displaying demonstrable empathy and care for their employees.

Best Company to Work for in Asia 2020

The award is Asia's largest, covering over 300 thousand employees across 11 markets, including Hong Kong, mainland China, Taiwan, Malaysia, Indonesia, South Korea, Philippines, Thailand, Vietnam and the Middle East.

In Singapore, over 180 companies were shortlisted, with the final 32 named as winners. In a year marked by a pandemic and continued global uncertainty, Mazars was named as a four-time consecutive winner.

"The survey in Singapore this year has once again highlighted the leading role played by Singaporean companies in promoting employee welfare and engagement. Singaporean companies consistently score higher than regional peers in such areas as group dynamics and team cohesion; and this year is no different", said William Ng, group publisher and editor-in-chief of Business Media International, the publisher of HR Asia. HR Asia is Asia's largest circulating publication for senior HR professionals.

We are honoured to receive this distinguished award from HR Asia for the fourth consecutive year. This achievement was only made possible because of the relentless hard work and collective efforts from all Mazarians during this unprecedented time.

Photo credit: HR Asia



Walking the talk

Helping address health challenges

In support of the UN goal of ensuring good health and well-being, Mazars promotes a strong organisational culture of wellness and health. To raise awareness firmwide, Mazars in Singapore kickstarted a “Health Month” initiative, offering complimentary on-site health workshops for all employees throughout June.

Health talk – stress management workshop

Besides maintaining physical health, mental health is equally important as well. Mental health affects how we feel, think, and relate to others at work and in our personal relationships. To help employees better understand the impact of stress and how it can affect their daily lives, Mazars offered a workshop on stress management.

During the workshop, Mazarians learnt tips on how to recondition the mind and body, building resilience against stress and enhancing quality of life.

Massage therapy

We actively look for ways to ensure the well-being of our employees at work, which ensures Mazars remains an employer of choice. The benefits of a massage therapy are numerous. Not only does massage help to reduce tension and increase productivity, but it promotes an overall sense of calm and relaxation.

Our Mazarians got to enjoy a neck and shoulder massage from certified masseurs – we believe that employee well-being matters and each employee should have access to such initiatives.

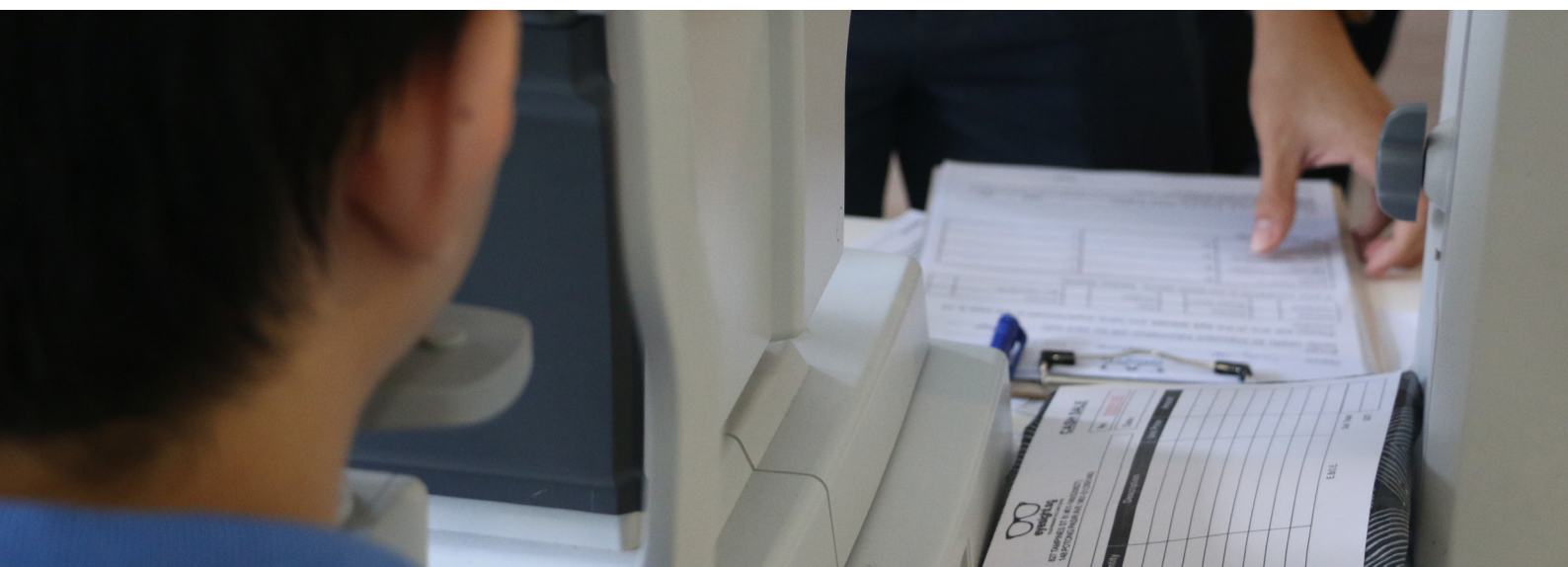
Health screening

We understand the importance of regular health screening in ensuring well-being. Through tests, physical examinations and/or other procedures, such screenings can detect conditions early in people who look or feel well. Early detection, followed by treatment and good control of the condition can result in better outcomes, thereby lowering the risk of serious complications. Every employee who underwent the screening also received a personalised medical report that contained lifestyle recommendations based on their results.

Vision screening

Healthy vision plays an important role in our daily lives. Our eye health is also a critical indicator of our physical health. To promote the importance of taking care of one’s eyes and developing good eye habits, we offered eye pressure checks, a distance test and a vision assessment at the office. Our employees were able to screen their vision and correct any issues that were detected.

Mazarians with an eyeglass prescription were also welcome to purchase spectacle frames at a discount and able to have them delivered to their homes.



Zoom

Creating a more inclusive society for all

Every year, a group of qualified, visually-handicapped masseurs from the Singapore Association of the Visually Handicapped (SAVH) pay a visit to the Mazars office to provide shoulder massage services for our staff. Better known as the Mobile Massage Team (MMT), these masseurs are professionally trained in various massage techniques, including foot reflexology.

By supporting the SAVH and this MMT initiative, we are contributing our share towards a more inclusive society, as the blind masseurs put into practice the acquired skills to remain employable, earn their living, and gain self-reliance and independence. Most importantly, they are able to lead dignified lives.



Walking the talk

Running for good

ISCA Cares is a charity set up in 2015 by the Institute of Singapore Chartered Accountants (ISCA). ISCA Cares represents a collective effort of the accountancy profession to give back to society. It also signifies the efforts of the Institute to provide a platform for the profession to support worthy and meaningful causes.

To get a better understanding on Mazarians' commitment to charitable causes, we spoke to Chris Fuggle, Partner and Member of the Executive Committee. Chris is an avid runner and regularly participates in ISCA Cares initiatives.



Chris Fuggle
Partner, Head of Outsourcing, Member of Executive Committee

What has been the most rewarding part about joining ISCA Cares initiatives for you?

CF: The ISCA run provides us with a wonderful opportunity to challenge ourselves, to have fun, to grow as a team and to make a difference to our community.

How would you describe Mazarians during these events?

CF: It's a real team feeling and sense of achievement. Everyone is very encouraging of one another. No one gets left behind.

What does giving back to the accountancy community mean for you and Mazars?

CF: It's very rewarding to see our support enabling the disadvantaged and the local youths to fulfil their academic potential, and to one day join the accounting profession.

What are your hopes for the community in the future?

CF: We hope to encourage more Mazarians to join these events and increase the level of contribution we can provide to the ISCA Cares community.

“These ISCA initiatives help us to understand each other's strengths so that we play to our strengths, to move forward either at work or in these sporting activities as one team.”

Chris Fuggle

Partner, Head of Outsourcing,
Member of the Executive Committee



CHEE TYAN TA

5
KM

58

ISCA RUN

FINISHER T-SHIRT: L - MEN

Walking the talk

Reducing our environmental impact

Corporations produce just about everything we buy, use, and throw away and play a huge role in driving global climate change. While the carbon footprint of companies heavily depends on the type of industry in which they operate, and we as a professional service firm rely mainly on human resources to deliver our services, we are nonetheless conscious that we can and should reduce our environmental impact.

Large corporations are expected to step up action in the fight to limit the rise in temperature to 2°C, as set up in the 2015 Paris agreement. Singapore signed and ratified the Paris Agreement in 2016.

To take the climate change fight to the next level, Singapore has pledged to reduce the amount of greenhouse gases emitted to achieve each dollar of gross domestic product by 36 per cent from 2005 levels, by 2030. Furthermore, revenue generated from Singapore's carbon tax would be channelled into projects that cut emissions and help businesses become more resource-efficient. Singapore has set ambitious targets, and meeting them will require the joint efforts of the government, businesses, households and individuals.

While we, as a professional services firm, do not conduct activities or manage industrial processes that have a major negative impact on the environment, we want to play our full part in the global effort to ward off climate change.

We especially pay attention to the areas where waste can be minimised or avoided. We have implemented the use of greener alternatives, such as recyclable take-out lunch boxes and reusable cutlery sets in our office. In addition, we have made a conscious choice to opt for digital business cards, which can be scanned and saved with a smartphone. This use of innovation eliminates the need for mass-produced business cards, which saves paper.

By limiting the use of plastic disposables, we can collectively reduce our carbon footprint and combat climate change and its impact.

Zoom

**A word from Pierre-Paul Jacquet,
Partner, about our gift to all Mazarians
- a Mazars stainless steel straw**

“Climate change is a topic people cannot run away from anymore. In Singapore, many are doing their best to adopt a more sustainable lifestyle. This includes saying no to plastic straws instead of single-use paper or plastic versions. One of the major issues with plastic straws is that they are too small and lightweight to be sorted even in the latest recycling machines. It is great to see that Mazarians are actively using steel straws and other reusable utensils to mitigate plastic usage for the long-term.”

75%

of our people work in offices that have implemented initiatives to sort waste and recycle paper

Zoom

Saying 'no' to plastic waste with WWF

Every year in Singapore, more than 700 million kg of plastic waste is discarded. To break that number down, the Singapore Environment Council found that Singaporeans use 467 million PET bottles and 473 million single-use plastic items such as takeaway containers each year. So when World Ocean's Day came around, Mazars took the opportunity to partner with the World Wildlife Fund (WWF) and reaffirmed our commitment to cutting down on plastic waste and protecting the world's oceans. Four main objectives were set:

Reduce: Ensure that the usage of plastic bags and plastic boxes for takeaway is minimised in the daily operations of the office by offering eco-friendly tote bags and recyclable lunchboxes

Reuse: Promote the use of non-plastic tumblers and bottles

Refuse: Educate employees on the benefits of 'refusing' plastic straws and opting for alternatives such as metal straws

Remove: Encourage reduction in the usage of disposable cutlery and opt for reusable metal cutlery sets instead

Each Mazars employee was given a special set of souvenirs to help them get started on their journey towards an eco-conscious lifestyle.



Walking the talk

Reducing our environmental impact

Educating employees on food and nutrition with World Food Future

In a fast-moving world of new foods, diet fads, food scares, fake news and health epidemics, World Food Future's mission of amplifying and clarifying important food, nutrition and food science conversations for consumers – is imperative.

As women are most often the main guardians of a family's well-being, of which food and nutrition is a key aspect, it is important that women are up-to-date with the latest research, thoughts and innovations in this space – so as to be able to make the most informed meal decisions for their family and loved ones.

Our partnership with World Food Future during International Women's Day was the occasion to have an open sharing about the food and nutrition space for a better understanding of a highly fast-paced, fast-changing and increasingly disrupted food world.

Making food security a reality with the Food Bank

One in five low-income households in Singapore face moderate to severe food insecurity. Yet, the amount of food waste has increased by an estimated 20 per cent over the past 10 years. As the population grows, this figure is expected to increase – so in order to fight food insecurity and wastage, Mazars collaborated with the Food Bank Singapore to manage food surplus responsibly.

To kickstart this initiative, we stationed Food Bank collection bins across all levels in our office. All types of non-perishable food items that are unopened, unused and with at least 4 weeks of shelf life will be accepted and distributed to beneficiaries, giving the food a new lease of life. Closing the gap in food distribution is one of the main ways in which we reduce our environmental impact and support the UN Sustainable Development Goals.

A word from Nichol Ng, Co-Founder of The Food Bank Singapore about our Food Bank Initiative

"Food is a basic human right. In a first world country like Singapore, no one should be deprived of the ability to feed themselves. With no poverty line and minimum wage in Singapore, it can be challenging to measure and identify people who struggle to make ends meet and require the most basic needs like food and shelter. Through this Mazars initiative, we are going to deliver 50,000 meals to needy families."

744m (kg)

of food waste was generated in Singapore in 2020 according to Towards Zero Waste. That is equivalent to 2 bowls of rice per person per day, or around 51,000 double decker buses.



Walking the talk

Contributing to the community

Societal involvement must be ingrained in the fabric of an organisation's purpose, processes, and profitability. Businesses need to re-assess their impact on society and their roles in creating sustainable communities. This type of involvement also enhances employee engagement and younger generations expect it.

Helping build a fairer world through thought leadership

We have always contributed to the public debate. We see thought leadership not only as a way to provide insights on the future of our profession and on its role in tomorrow's business community, but also as a means to have a positive impact on society as a whole. Through our publications, which come in many languages, we intend to bring our perspective on the major changes that will impact our lives as well as on the megatrends that will reshape our world. We believe that this is what is expected of a leading player. Read our latest thought leadership and insights at: www.mazars.sg

Contributing to charities

In our offices around the world, Mazarians participate in projects or donate to charities. They cover a wide range of causes, from supporting medical research, to helping underprivileged people and communities or raising environmental awareness. Each of these local initiatives is in line with our global spirit of solidarity and provides a fair reflection of what we collectively stand for. Our global team contributed to more than 400 projects and associations last year.

“The spirit of CSR is not simply about doing a good deed. It encompasses the passion to bring joy and the opportunity to connect with people in need. We feel the enthusiasm and support of our Mazarians volunteering at each of our CSR initiatives, putting a smile on the faces of many including their own.”

Iris Goh

Associate Director, Head of Human Resources

87%

of all Mazarians contribute to charitable causes

Our partnership with Mummy Yummy

Delivering meals and bringing smiles to those in need

Staying true to our values and what we believe in, Mazars has sponsored more than 1,000 lunch packets for over 550 households living in rental flats. In collaboration with Mummy Yummy, a ground-up social initiative, Mazarians and student volunteers joined forces to distribute healthy vegetarian food to low-income households. Each volunteer goes from door-to-door to deliver free meals and well-wishes to both young and old residents.

To spread the festive cheer during Chinese New Year, Mazars has also hosted a lunch and organised food donation drives for the elderly beneficiaries. "These initiatives are really meaningful and I'm happy to lend a hand in whatever way we can. Bringing students around to visit the elderly in their homes provides them companionship as well, especially since many of them live alone." said Charmaine Ho, Assistant Manager in Management Consulting.

Besides regularly participating in Mazars' CSR events, Charmaine also volunteers with Mummy Yummy in her own time.

Changing lives, one packet at a time

Food security is an issue for low-income families. By actively being part of the food distribution network, Mazars can help to promote the well-being of those in need through nutritious home-cooked meals.

With the sole mission of feeding the less fortunate within the community, Mummy Yummy does not operate at a profit. The organisation started door-to-door food distribution since 2013 and it currently runs two food stalls and a restaurant, distributing up to 1000 free meals daily. Their food is also priced affordably at S\$1 so that anyone in need can have access to quality vegetarian food.





Walking the talk Contributing to the community

Giving children a chance to take charge of their future

For more than 5 years, Mazars has been a corporate sponsor of Enfants du Mekong, a non-profit organisation that sponsors the education of nearly 22,000 children in Southeast Asia. Also known as Children of the Mekong, the organisation enables children to go to school so that they can improve the quality of their lives and that of their family's.

A part of the population lives in poverty across Enfants du Mekong's 6 countries of action. Depending on the type of need, each sponsorship can go a long way in financing the child's school materials, transportation, uniforms, hygiene kits and extra classes. The financial support also compensates for the fact that the child is able to attend school instead of working in the fields, in landfills, and on the streets to put food on the table.

Sponsoring a child is a concrete and effective way to aid the children from underprivileged backgrounds, giving them a means to break out of the cycle of poverty.

Be it countering poverty through education in rural Cambodia or fighting school drop out in provincial Myanmar, Mazars is committed to ensuring inclusive and equitable education for all.

Regarding Mazars' sponsorship, Narissa Chen, Partner, Head of Technical, Training and Talent said: "Mazars has a conscience and being an international firm, we feel morally obliged to do our part in this world. Similar to our stewardship model, we believe each child is vital for deciding how the world is going to be and we are committed to develop them to be future leaders and decision-makers in their own way. Each child has a potential that is waiting to be unleashed. They just need that opportunity. We can make a difference."



Walking the talk

Promoting diversity beyond words

Mazars is also deeply involved in initiatives that empower women. By signing the Women's Empowerment Principles more than 7 years ago, Mazars has expressed its full support for advancing gender equality.

So when the opportunity to partner with a UN-run initiative presented itself, Mazars seized it. Project Inspire is a joint initiative to help young change-makers create a better world for women and girls in Asia Pacific. Participants aged 18 to 35 are given a five-minute platform to pitch their world-changing ideas, and the winners receive grants to make their dream come true.

As a proud supporting partner of Project Inspire, Mazars contributed to the project in various ways. Through the expertise of our skills-based volunteers, Mazars performed financial due diligence work on the social enterprises competing in the 2015 edition.

In addition, Mazars gave a US\$10,000 grant to the Financial Inclusion Award winner, Village

Volunteers, for Project Inspire 2016. Village Volunteers' India-based project, named Mukti, runs a biodegradable sanitary pad company which employs vulnerable women.

Supporting entrepreneurship efforts and fostering innovation is how companies can serve employees, businesses, and society. At Mazars, we use our expertise and independence to do what is right for our clients and the public interest.

By responding to these needs of the community and those who are invested in improving it, Mazars has been able to change lives for good.



Walking the talk

Promoting diversity beyond words

In honour of International Women's Day, Mazars in Singapore partnered with Daughters Of Tomorrow (DOT), a registered charity organisation in Singapore whose mission is to facilitate livelihood opportunities for underprivileged women.

This unique partnership reaffirms our commitment towards being a responsible firm which creates shared values for all. A key step to creating a better world and healthier communities is to help families regain financial independence and achieve social mobility. Currently, more than 25,000 women from low-income families in Singapore struggle to find employment and sustain a living.*

To uphold this long-term mission, Mazars in Singapore will be supporting Daughters Of Tomorrow's cause through four main strategies. First and foremost, Mazars has made a donation to DOT as fundraising is often one of the most difficult aspects of running a charity. Our donation will be channelled towards skill workshops, purchasing devices and software licences, and subsidising outreach costs. Secondly, having the right tools for learning is critical. We have provided computers, notebooks, pens, and other stationery to these women during workshops and trainings.

The ability to understand and effectively apply financial management skills can transform lives. Besides mentoring the beneficiaries in financial literacy, our Mazars volunteers will also offer their technical expertise and provide training for Microsoft Office® applications such as Word and Excel. Such knowledge will enable the women in accessing long-term employment.

Last but not least, ease of access is important when it comes to attending trainings regularly. Located in the heart of the Central Business District, Mazars will be hosting workshops and trainings at its office for DOT's beneficiaries. Having a comfortable and conducive environment to learn is essential for their development. In addition to these efforts, our staff will volunteer as childminders, and undergo DOT's specialised curriculum to become workplace mentors and financial literacy trainers. Mazars aims to help DOT place a total of 500 women in employment. Together, we can empower these women and enable their families towards equality.

Regarding the partnership with Mazars, Cheryl Chen, Fundraising & Corporate Partnerships Representative, said: "As the needs of low-income families were significantly affected during the pandemic, we prioritised digitising our core programs with the help of our corporate partner, Mazars, hence ensuring internet connectivity. We were able to continue our work and boosted online program participation in these unprecedented times. Our beneficiaries were fortunate enough to have access to technology from the safety of their homes."

*Based on MSF ComCare.

"On this International Women's Day – as we celebrate diversity within Mazars – let's reflect on the many examples of women at work who take the initiative and put in effort in everything that we do, and celebrate these successes too."

Siew Eng Quek
Partner, Quality & Compliance

mazars

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Walking the talk

Emerging stronger together

COVID-19 changed how we live and work forever. Companies were challenged to re-think and re-design work without compromising the safety of their employees. At Mazars, our people come first.

Our business continuity plan was activated way ahead of the preventive measures imposed by the government. We reviewed our infrastructure, logistics, IT support and re-structured work procedures. Examples of our early contingency plans included work-from-home (WFH) and split-team arrangement, stringent monitoring of employees' health, maintaining a high level of office hygiene, and limiting all business travel and external visitors.

At the peak of the pandemic in Singapore, we were ready to fully transition the firm from a traditional office environment to a home-based one. To ensure that all employees were cared for, the firm provided monthly utility subsidies, telecommuting benefits and allowances, food deliveries, extended medical benefits, thermometers, care packs, and more. The quest for better employee welfare continues in appreciation of the resilience and adaptability displayed by our Mazarians.

After the measures had eased, WFH remains the default mode to minimise unnecessary outdoors travel. Access to the office is strictly controlled via a newly developed in-house app that allows limited entries each day. With the app, the HR team can track, record, and limit the number of staff on each floor of the office, so that everyone practices good safe distancing measures.

Our commitment to creating a culture of care and empathy at Mazars extends beyond the pandemic. Our "Mazarians at Home" campaign and frequent online gatherings provided an outlet for our colleagues to share their personal experiences and mental health tips during this unprecedented time. Even though we had to stay apart, we also grew closer together.

"For people, businesses and society, 2020 has been a year like no other. Amid a global pandemic, with our focus on keeping our people safe and continuing to deliver top quality services to our clients, Mazars has shown resilience. Our people's remarkable efforts to continue serving our clients and carry out their assignments enabled us to do more than just weather the storm in 2020."

Pascal Jauffret
Partner, Asia-Pacific

Correspondence table



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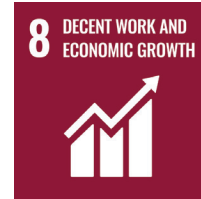
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Mazars has been since 2012 an active member of the UN Global Compact – the largest voluntary corporate sustainability initiative to encourage businesses worldwide to adopt socially responsible policies, and to report on their implementation.

Contact

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Mazars is an internationally integrated partnership, specialising in audit, accountancy, advisory, tax and legal services*. Operating in over 90 countries and territories around the world, we draw on the expertise of 42,000 professionals – 26,000 in Mazars' integrated partnership and 16,000 via the Mazars North America Alliance – to assist clients of all sizes at every stage in their development.

*where permitted under applicable country laws

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