

**FORM - 2 ( Revised)****NOMINATION AND DECLARATION FORM**  
**FOR EXEMPTED / UNEXEMPTED ESTABLISHMENTS**

Declaration and Nomination Form Under the Employee's Provident Funds & Employees' Pension Scheme  
(Paragraph 33 & 61 (1) of the Employees' Provident Fund Scheme, 1952 & Paragraph 18 of the Employees' Pension Scheme, 1995)

1	Name ( In Block Letters)	:	Arya Veer Krishna			
2	Father's / Husband's Name	:	Dilip Kumar Sinha			
3	Date of Birth	:	23/03/2001			
4	Sex	:	Male			
5	Marital Status	:	Never Married			
6	Account Number	:	TH	VSH	2084180000	0032936
7	Address	Permanent	:	Flat No - 1005 Tower -A Aims Green Avenue Sector -4 Greater Noida West Bishrakh Gautam Buddha Nagar Uttar Pradesh -		
		Temporary	:			
8	Date of Joining	:				
	EPF	:				
	EPS	:				

**PART - A (EPF)**

I here by nominate the person(s) / cancel the nomination made by me previously and person(s) mentioned below to receive the amount standing to my credit in the Employees' Provident Fund, in the event of my death.

Name & Address of the Nominee/ Nominees	Nominee's relationship with the member	Date of Birth	Total amount of share of accumulation in provident fund to be paid to each nominee	if the nominee is minor name & address & relationship of the guardian who may receive the amount
1	2	3	4	5
Dilip Kumar Sinha Flat No - 1005 Tower -A Aims Green Avenue Sector -4 Greater Noida West Bishrakh	Father	17/01/1954	100%	

- 1 Certified that I have no family as defined in para 2 (g) of the Employee's Provident Fund Scheme 1952 and should I acquire a family hereafter the above nomination should be deemed as cancelled
- 2 Certified that my father / mother is / are depended upon me.
- 3 Unmarried members in the absence of dependent parents may nominate any other person to receive the shares

**Note:** A Fresh nomination shall be made by the member on his/her marriage and any nomination made before such marriage shall be deemed to be invalid

Signed by:  
*Arya Veer Krishna*  
09CFE808925A4CA...

Signature or thumb impression of the Subscriber

PART - B (EPS)

I hereby furnish below particulars of the members of my family who would be eligible to receive widow/children pension in the event of my death

S.No	Name of the Family Members	Address	Date of Birth	Relationship
1	Sangeeta Ratna	Flat No - 1005 Tower -A Aims Green Avenue Sector -4 Greater Noida West Bishrakh Gautam Buddha Nagar Uttar Pradesh - 201306Flat No - 1005 Tower -A Aims Green Avenue Sector -4 Greater Noida West Bishrakh Gautam Buddha Nagar Uttar Pradesh	01/01/1965	Mother
2				
3				
4				
5				

Certified that I have no family as defined in para 2 (vii) of the Employee's Pension Scheme 1995 and should I acquire a family hereafter the above nomination should be deemed as cancelled

I hereby nominate the following person for receiving the monthly widow pension (admissible under para 16(2) (g) (I) & (ii) in the event of my death with out leaving any eligible family member for receiving pension.

Name & Address of the Nominee	Date of Birth	Relationship with the member
Sangeeta Ratna, Flat No - 1005 Tower -A Aims Green Avenue Sector -4 Greater Noida West Bishrakh Gautam Buddha Nagar Uttar Pradesh - 201306	01/01/1965	Mother

Date : 09-Dec-2024

Signed by:  
x   
Signature / Thumb impression of the subscriber

**CERTIFICATE BY EMPLOYER**

Certified that the above declaration and nomination has been signed/thumb impressed before shri/Smt/Kum ..... employed in my establishment after he/she has read the entry/entries have been read over to him/her by me and got confirmed by him/her.

Place:

Date :

Signature of the employer

Name & Address of the Establishment

**Firm Policy**

# **External Communications Policy**

Date of last review/update: December 8, 2021

Effective date: February 1, 2022

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# External Communications Policy—Summary

- All external communications about the Firm must be approved either by the [Firm's External Communications team](#), by the Global Managing Partner, or by his/her designee
- Media interactions need to be syndicated with all affected cell leaders, or the Partner they designate, and pre-approved by External Communications or the Firm's head of Media Relations.
- References to clients must be pre-approved by the relevant DCS
- All published material distributed externally, whether Firm-related or in a private capacity, must be reviewed by External Communications or Firm Publishing
- Research collaborations require approval from affected DCSs and cell leaders as well as External Communications
- Clients, CSTs and cells must seek prior written approval for external references to the Firm or our work, whether made by the Firm or by our clients.

## Policy

### 1. Scope

This policy applies to all Firm members.

### 2. Requirements

#### 2.1 Communication about the Firm

Communicating externally about our firm is an important tool for managing our reputation, interacting with key stakeholders, and sharing expert knowledge with external audiences. Colleagues are encouraged to positively interact with external audiences in a coordinated way with colleagues in the [Firms External Communications](#) and [Publishing](#) teams.

Information about the workings or performance of the Firm, individual cells, or special initiatives should be sourced from an appropriate member of External Communications (e.g. global, region, practice, depending on the information needed). Disclosure of any related information outside of approved Firm messaging must be approved by the Global Managing Partner or his/her designee. Additional information on having communications about the firm approved can be found in the [Standard on Communication about the Firm](#).

## 2.2 Media interactions

- All media interactions – proactive or reactive – need to be syndicated in advance with the leaders of all potentially affected cells and must be discussed with and approved by an appropriate member of External Communications or Media Relations and
- In addition to syndication with potentially affected cells, interactions with ‘Premium’ global outlets must be pre-approved by the appropriate member of External Communications and coordinated with the Firm’s head of Media Relations. ‘Premium’ outlets are Reuters, the Harvard Business Review, the New York Times, the Wall Street Journal, the Economist, the Financial Times, Business Week, BBC, Forbes, and Bloomberg. Pre-approval with the appropriate member of External Communications and coordination with the Firm’s head of Media Relations is also encouraged for interactions with other ‘top tier’ media (i.e. major national newspapers, websites or broadcasters) in relevant markets.
- Firm members must complete Firm-approved media training before engaging with media.
- Any written statements about the firm - including Firm press releases or quotes in a third party release - must be approved by the appropriate member of External Relations and by the Firm’s head of Media Relations before release.
- When hiring public relations agencies or other external communications advisors, cells, practices and other teams must consult the Firm’s Global Director of Communications or his/her regional designee. All social media activity should be conducted in accordance with the Firm’s [Social media guidelines](#).
- Public appearances and presentations (i.e., speeches, keynotes, conferences, panel discussions) need to be approved in advance by the leaders of potentially affected cells, or a Partner they designate, reflecting advice from and coordination with the appropriate members of External Communications.

## 2.3 References to clients in external communications

- Any public reference made by the Firm to clients must be pre-approved by the DCS of each client organization. It is the responsibility of every Partner to ensure appropriate approvals are obtained before making any public reference to clients.
- In higher-risk cases, or where views differ between CSTs, cells or External Communications, additional advice or decisions can be sought from the Client Service Risk Committee (CSRC).

## 2.4 Publications

This policy governs both Firm and personal publishing activity by Firm members. All Firm publications must be approved by Firm Publishing, and all personal publications must be approved by External Communications. Where any ambiguity exists as to whether a publication is to be treated as a Firm publication or a personal publication, consult an External Communications or Publishing professional. Considerations and guidelines that External

Communications will use to determine whether a specific publication is to be treated as personal can be found in the [Standard on Publications in a Personal Capacity](#).

### **Firm Publications**

- All published material distributed externally must be reviewed by Firm Publishing or External Communications colleagues and approved by the leaders of all potentially affected cells, or by a Partner they designate. Publishing colleagues must also review and approve the visual design and the approach to dissemination. Advice or decisions on higher-risk cases can be sought from External Communications or the Client Service Risk Committee (CSRC).
- All public use of the McKinsey logo, including its visual presentation (i.e. size, layout, color, shape, typeface etc.) in research collaborations, co-branding or co-publishing must be approved by the Firm's Director of Brand Communications or his/her designee, before entering into an agreement.
- External Communications must approve any reference to the Firm, before entering into an agreement – including use of our name or logo in acknowledgements, the main text or footnotes.
- Research collaborations need to be approved by leaders of affected cells, with advice from External Communications colleagues.
- Colleagues considering work on a book must consult the [Standard on Book Publishing](#).

### **Personal publications**

- **Partners.** In their publishing and other external communications activities, including social media, Partners of the Firm should act as if they are representing the Firm at all times, e.g. whether or not a publication or activity refers to the Firm. Any publication or other external communications activity by a Partner is subject to the same standards and processes for review and approval as for a Firm publication or activity.
- **Non-Partners.** Any non-Partner member of the Firm must pass any proposed publication or other external communications activity on any topic that mentions the Firm or its current or potential clients, or relates to areas of the Firm's work, through standard Firm processes for review and approval. Non-Partners may have greater flexibility than Partners to publish or carry out other external communications activities in a personal capacity. Colleagues should also take note of our [social media guidelines](#).

If a colleague is considering pursuing a personal publication, they should consult [Standard on Publications in a Personal Capacity](#).

### **2.5 Research collaborations**

All research collaborations must receive approvals set out in this policy, and relevant safeguards must be agreed to internally and with collaboration partners, before the Firm commits to or starts work on any research collaboration.

Partners must seek approval from affected DCSs and cell leaders for all research collaborations prior to committing the Firm, with advice from Cell and External Communications.

Topic for research collaborations should meet the following criteria:

- Research topic must be a knowledge priority for a cell and endorsed by cell leadership, with broad relevance, support, and demand beyond collaborator CST
- Benefit to broad range of stakeholders beyond the collaborator, e.g. benefits an ecosystem, the economy (regional or global), or society.
- Jointly scoped and determined to ensure the effort reflects our research interests, not just the collaboration partners
- No advocacy on public policy or involvement in lobbying governments

A higher bar set for topics which are subject to highly sensitive public debate, including requirement for CSRC syndication and safeguards. Partners must obtain approval from the Client Service Risk Committee (CSRC) for:

- Research collaborations with governments/agencies, industry associations, or private-sector companies
- Co-branding with governments/agencies and industry associations
- Acknowledgements to the Firm's role in reports from collaborations with governments/agencies, industry associations, or private sector companies
- Requests for exceptions to this policy

If a research collaboration is being considered, the sponsoring Partner should review the [Standard on Research Collaborations](#) for guidance on how to assess the fit of a potential opportunity and consult Cell Communications with questions.

### 3. Policy governance

Responsible committee: Technology, Knowledge, and Capabilities Committee

Adoption date: December 8, 2021

Date of last review/update: December 8, 2021

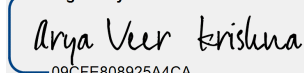
Effective date: February 1, 2022

Firm members are required to comply with this policy, [act with integrity](#) and [report violations](#) as established in [Our Code](#); our Firm does not tolerate retaliation for reporting in good faith.

Arya Veer Krishna

Name

Signed by:

  
09CFE808925A4CA...

Signature

09-Dec-2024

Date

**FORM 'F'**

[See sub-rule (1) of rule 6]

**Nomination**To **McKinsey & Company India LLP**

[Give here name or description of the establishment with full address]

I. Shri/Shrimati/Kumari Arya Veer Krishna

whose particulars are given in the statement below,

[Name in full here]

hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

2. I hereby certify that the person(s) mentioned is a/are member(s) of my family within the meaning of clause (h) of section (2) of the Payment of Gratuity Act, 1972.

3. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.

4.

(a) My father/mother/parents is/are not dependent on me.

(b) my husband's father/mother/parents is/are not dependent on my husband.

5. I have excluded my husband from my family by a notice dated the to the Controlling Authority in terms of the proviso to clause (h) of section 2 of the said Act.

6. Nomination made herein invalidates my previous nomination.

**Nominee(s)**

Name in full with full address of nominee(s)	Relationship with the employee	Age of nominee	Proportion by which the gratuity will be shared
1. Dilip kumar sinha	Parent	69	40
2. Sangeeta Ratna	Parent	59	60
3.			0
4.			0

**Statement**

1. Name of employee in full : Arya Veer Krishna

2. Sex : Male

3. Religion :

4. Whether unmarried/married/widow/widower : Never Married

5. Department/Branch/Section where employed : Gurugram/Delhi - Vatika

6. Post held with Ticket or Serial No., if any :

7. Date of appointment : 13/01/2025

8. Permanent address : FLAT NO - 1005 , TOWER - A , AIMS GREEN AVENUE , SECTOR-4 , , GREATER NOIDA WEST, Uttar Pradesh -

Village ..... Thana ..... Sub-division ..... Post Office .....

District ..... State.....

Place :

Date : 09-Dec-2024

Signed by:

Arya Veer Krishna

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Signature of the employee



*Declaration by witnesses*

Nomination signed/thumb impressed before me.

Name in full and full  
address of witnesses.

Signature of witnesses.

1.

1.

2.

2.

Place  
Date

*Certificate by the employer*

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's Reference No., if any.

Signature of the employer/officer authorised

Designation

Date

Name and address of the establishment or  
rubber stamp thereof.

*Acknowledgement by the employee*

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

Date

Signature of the employee

# MULTINATIONAL LIFE INSURANCE PLAN

## Designation of beneficiaries

<i>Emp Code</i>	
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To be filled by the insured only if beneficiaries differ from the standard designation :

### Employer information

**COMPANY NAME** McKinsey & Company India LLP  
**POLICY**  
**REFERENCE** 00000703  
**ADDRESS** 21<sup>st</sup> Floor Express Tower  
Nariman Point,  
Mumbai - 400021

### The employee

**Last Name** Krishna  
**First Name** Arya Veer  
**Date of birth** (DD/MM/YYYY) 23/03/2001  
**ADDRESS** FLAT NO - 1005 , TOWER - A  
AIMS GREEN AVENUE , SECTOR-4  
GREATER NOIDA WEST  
Uttar Pradesh 201306  
Town or city (and postal code if any) Fax / E-mail

### Beneficiary designation in case of death

- Whenever beneficiaries are designed according to a successive line, please mention “ in the absence of whom” between each of them.
- Whenever beneficiaries are designed jointly, please precise “according to equal sum” or precise the percentage of sum chosen for each of them.
- Whenever the Insured has designated several beneficiaries and one of them dies, the corresponding benefits are paid to the other beneficiaries in proportion to their respective shares. Whenever all designated beneficiaries would die the benefits would be paid to the insured's heirs.

I hereby designate the following person as my beneficiaries for purpose of death benefits provided by this plan and revoke any prior designations made hereto:

### PRIMARY

Sangeeta Ratna	Parent	1/1/1965	100
Please Print Full Name	Relationship to Employee	Date of Birth	% of Benefit
			0
Please Print Full Name	Relationship to Employee	Date of Birth	% of Benefit
			0
Please Print Full Name	Relationship to Employee	Date of Birth	% of Benefit

### CONTINGENT

			0
Please Print Full Name	Relationship to Employee	Date of Birth	% of Benefit
			0
Please Print Full Name	Relationship to Employee	Date of Birth	% of Benefit
			0
Please Print Full Name	Relationship to Employee	Date of Birth	% of Benefit

I certify that the forgoing declarations are accurate. This designation of beneficiaries cancels and replaces the standard designation of beneficiaries or any other designation, at the exception of designations which would have been accepted by the beneficiary.

### Executed in:

Date: 09-Dec-2024

Signed by:  
Signature of employee: Arya Veer Krishna  
(Write "read and approved" before you sign)

Documents to be send to:  
McKinsey & Company  
21<sup>st</sup> Floor, Express Tower  
Nariman Point  
Mumbai-400021



**Composite Declaration Form - 11**  
(To be retained by the employer for future reference)  
**EMPLOYEES' PROVIDENT FUND ORGANISATION**  
Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &  
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in any establishment on which EPF Scheme, 1952 and/or EPS, 1995 is applicable)

1	Name of the member	Arya Veer Krishna
2	Father's Name Husband's Name	Dilip Kumar Sinha
3	Date of Birth: (DD/MM/YYYY)	23/03/2001
4	Gender: (Male/Female/Transgender)	Male
5	Marital Status (Married/Unmarried/Widow/Widower/Divorcee)	Never Married
6	(a) Email ID: (b) Mobile No.:	krishnaaryaveer@gmail.com 9122112912
7	<b>Present employment details:</b> Date of Joining in the current establishment (DD/MM/YYYY)	13/01/2025
8	<b>KYC Details</b> (attach self attested copies of following KYCs) a) Bank Account No. : b) IFS Code of the branch: c) Aadhaar Number d) Permanent Account Number (PAN), if available	025401008917 ICIC0000254 883219875536 IWTPK9273A
9	Whether earlier a member of Employees' Provident Fund Scheme, 1952 ( <b>Yes/No</b> )	Yes
10	Whether earlier a member of Employees' Pension Scheme, 1995 ( <b>Yes/No</b> )	Yes
11	<b>Previous employment details: (If Yes to 9 AND/OR 10 above)</b>	<b>Un-exempted</b>
	Establishment Name	Jio Platforms Limited
	Establishment Address	Reliance Corporate Park, Near 5 TTC, Industrial Area, Thane Belapur Road, Ghansoli-400701
	Universal Account Number (UAN)	102018617495
	PF Account Number	THVSH20841800000032936
	Date of Joining (DD/MM/YYYY)	05/12/2023
	Date of Exit (DD/MM/YYYY)	
	Scheme Certificate No. ( <b>if issued</b> )	
	PPO Number ( <b>if issued</b> )	
	Non-Contributory Period (NCP) <b>Days</b>	
12	<b>Previous employment details: [if Yes to 9 AND/OR 10 above] - For Exempted Trusts</b>	
	Name of the Trust	
	Address of the Trust	
	Universal Account Number (UAN)	
	Member EPS A/c Number	
	Date of Joining (DD/MM/YYYY)	
	Date of Exit (DD/MM/YYYY)	
	Scheme Certificate No. ( <b>if Issued</b> )	
	Non-Contributory Period (NCP) <b>Days</b>	
13	<b>a) International Worker (Yes/No.)</b>	N
	b) <b>If yes</b> , State Country or Origin (India/Name of other Country)	
	c) Passport No.	
	d) Validity of Passport From (DD/MM/YYYY)	
	To (DD/MM/YYYY)	

### **UNDERTAKING**

- 1) Certified that the particulars are true to the best of my knowledge.
- 2) I authorise EPFO to use my Aadhaar for verification/authentication/eKYC purpose for service delivery
- 3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present P.F. Account as I am an Aadhaar verified employee in my previous PF Account.\*
- 4) In case of changes in above details, the same will be intimated to employer at the earliest.

Date: \_\_\_\_\_

Place: \_\_\_\_\_

Signed by:

*Arya Veer Krishna*

09CFE808925AACA

**Signature of Member**

### **DECLARATION BY PRESENT EMPLOYER**

A The member Mr./Ms./Mrs. \_\_\_\_\_ has joined on \_\_\_\_\_ and has been allotted PF No. \_\_\_\_\_ and UAN \_\_\_\_\_

B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995

\* **Please tick the Appropriate Option**

The KYC details of the above member in the UAN database

☐ Have not been uploaded

☐ Have been uploaded but not approved

☐ Have been uploaded and approved with DSC/e-sign

C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995

\* **Please Tick the Appropriate Option**

☐ The KYC details of the above member in the UAN database have been approved with E-sign/Digital Signature Certificate and transfer request has been generated on Portal.

☐ The previous Account of the member is not Aadhaar verified and hence physical transfer form shall be initiated

Date: \_\_\_\_\_

\_\_\_\_\_  
**Signature of Employer with Seal of  
Establishment**

**\* Auto transfer of previous PF account would be possible in respect of Aadhaar verified employees only. Other employees are requested to file physical claim (Form - 13) for transfer of account from the previous establishment.**

Firm Policy

# Policy Against Discrimination and Harassment

Date of last review/update: March 5, 2024

Effective date: February 1, 2022

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# Policy Against Discrimination and Harassment—Summary

All forms of harassment or discrimination are strictly prohibited.

Firm members must report any actual or potential violation of this policy promptly and in good faith.

The Firm prohibits retaliation against anyone for reporting or inquiring in good faith about what they believe to be wrongful or unlawful activity, or for participating in an investigation or proceeding related to such activity.

## Policy

### 1. Scope

This policy applies to all Firm members. Behavior prohibited by this policy is unacceptable both on Firm premises and in any work-related setting outside the Firm, such as during business meetings, business trips, Firm-sponsored events, recruiting and learning events, and other work-related social events.

Because this policy covers more than the law, it is possible to be in violation of McKinsey's policy even if no law has been violated.

### 2. Requirements

As a Firm, we aspire to maintain a work environment that supports, inspires, and respects all colleagues, applicants, and clients, and to ensure our processes (e.g., recruiting, compensation, training, advancement, and assignment) are merit-based and applied without discrimination.

We treat all Firm members, recruiting applicants, clients, and other individuals with whom we interact with respect, fairness, and dignity. And, as we all share responsibility for creating our work environment, we must avoid behaviors that undermine these obligations and expectations. Subject to applicable law, this Policy also applies to conduct outside working hours and locations, including online and social media activity, if the conduct impacts or otherwise affects the work environment and relationships.

## 2.1 Prohibited behaviors

### Discrimination and Harassment

The Firm prohibits any form of discrimination, harassment, bullying, or other offensive conduct towards any individual based on:

- |                             |  |                           |
|-----------------------------|--|---------------------------|
| • Race                      | • Sex                                      | • Disability              |
| • Color                     | • LGBTQI+ status                           | • Military service status |
| • Religion                  | • Sexual orientation                       | • Marital Status          |
| • National or ethnic origin | • Gender identity and/or gender expression | • Caste                   |
| • Citizenship               | • Pregnancy                                | • Age                     |
| • Age                       |  | • Political Affiliation   |

or other protected characteristic. any behavior that makes the work environment hostile, intimidating, or offensive to colleagues because of any characteristic listed above. Further, we prohibit the use of any language that would perpetuate stereotypes or condone or incite hatred or violence toward any individual or group based upon race, religion, nationality, gender or other protected characteristic.

### Harassment

Discriminatory or harassing behavior may take many forms, written or verbal, including but not limited to:

- Unwelcome touching or physical contact
- Offensive gestures, ostracizing or freezing out, threatening or isolating behavior
- Inappropriate or insensitive comments, malicious gossip/comments/abuse/jokes, ridicule, derogatory nicknames or offensive descriptors, taunting
- Asking intrusive or inappropriate questions or making inappropriate comments about someone's private life, including their political views, medical condition, or disability
- Assault of a person or vandalism of property

Discriminatory or harassing behavior also extends to materials displayed in the workplace. This includes, but is not limited to materials sent, received, or installed on any Firm device (e.g., games, screensavers or other materials sent by e-mail/SMS/instant message, cartoons, pictures, objects, posters, etc.), and symbols that insult, degrade, or exploit others, whether intended to have that effect.



## **Sexual Harassment**

Sexual harassment is specifically prohibited by the Firm and is defined as unwelcome or unwanted sexual or romantic advances or conduct of a sexual or romantic nature that creates an intimidating, hostile or offensive work environment or unreasonably interferes with the performance of a colleague's work responsibilities. Sexual harassment may involve individuals of the same or different gender. Sexual harassment may include a range of overt to subtle behavior including, but not limited to:

- unwelcome or unwanted advances or propositions including persistent flirtations
- subtle or overt pressure for sexual or romantic favors
- suggestive, insulting, or sexual comments, jokes, gestures, or innuendos
- verbal commentary about an individual's body;
- discussions of sexual prowess or abilities/disabilities;
- leering, whistling, unwelcome touching;
- assaulting or coercing sexual acts;
- display of intimate or sexually-suggestive objects, devices, or pictures

The absence of objection does not constitute consent or imply that the behavior is welcome, especially when there is a difference in status between the colleagues. Behavior need not be explicitly "sexual" to violate this policy, as conduct that is directed at a colleague because of their sex, sexual orientation or gender identity may also constitute sexual harassment or create a hostile work environment.

## **Other Prohibited Behavior**

The Firm also prohibits the mistreatment of colleagues that is exclusionary and harmful. It is conduct that includes:

- Threatening, humiliating or intimidating behaviors.
- Work interference/sabotage that prevents colleagues from performing their roles.
- Verbal abuse.

Such behavior violates our Values, which clearly states that all colleagues are responsible for creating and maintaining a respectful and inclusive environment. Examples of prohibited conduct include, but are not limited to:

- Slandering, ridiculing or maligning a person; persistent name-calling that is hurtful, insulting or humiliating; using a person as the subject or target of jokes; abusive and offensive remarks.
- Nonverbal gestures that can convey threatening messages.

- Socially or physically excluding or disregarding a person in work-related activities.
- Persistent singling out of one person with the intent to exclude.
- Personal insults and use of offensive nicknames.
- Public humiliation or reprimands
- Constant criticism on matters unrelated or minimally-related to the person's job performance or description.
- Spreading rumors and gossip regarding individuals.
- Encouraging others to disregard instructions.
- Manipulating the ability of colleagues to do their work.
- Deliberately excluding colleagues or isolating them from work-related activities, such as meetings.

Colleagues who feel they have experienced or witnessed conduct that is exclusionary as described above should report this before the conduct can escalate or become severe or pervasive.

## 2.2 Reporting and Anti-retaliation

McKinsey encourages anyone who experiences or observes any conduct or activity that they believe may be inconsistent with laws, Firm Policies, or Values to voice a concern. The Firm strictly prohibits retaliation against anyone for reporting or inquiring in good faith about what they believe to be wrongful or unlawful activity, or for participating in an investigation or proceeding related to such activity. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or any adverse action based on a person's complaint or participation in a complaint investigation in accordance with the [Cooperating with Investigations Policy](#).

## 2.3 Reporting requirements

All colleagues must report violations of this policy as follows:

**Concerns about potential or actual discrimination or harassment, including potential or actual retaliation** must be reported promptly so the Firm can respond in a timely and appropriate manner. Early reporting and intervention can often resolve actual or perceived incidents of harassment or discrimination, as well as prevent additional incidents. Firm members who witness or suspect a violation of this Policy must promptly report it to:

- Your Regional People Leader, [Regional HR Leader, PD, or HR in your region](#)
- [Got a Concern?](#) (Our confidential—anonymous where permitted by law—mechanism for reporting concerns by phone or online)
- You also have the option to report partner-related concerns to the [Professional Standards Committee](#) or the [Global Partnership Office](#)

Requirements: If a Partner, supervisor (including an Engagement Manager, Associate Partner, or equivalent role), or manager observes or receives information regarding behaviors prohibited by this policy, they are obligated to report it immediately to the relevant HR, or PD leader, Global People Risk CoE, Global Partnership Office, or the Chief People Officer.

## 2.4 Additional resources available

The Ombuds are confidential discussion partners with whom Firm members may discuss concerns and options for resolution. Contact with an Ombud is fully confidential and does not constitute notice to the Firm such that the Firm is able to investigate or take action.

## 3. Policy governance


Responsible committee: People Committee  
Operational responsibility: Global Human Resources  
Initial adoption date: December 7, 2021  
Last review/update: March 5, 2024  
Effective date: February 1, 2022

This Policy incorporates by reference the [Standard on Personal Relationships](#), [Standard on Violence in the Workplace](#), [Recruiting and Hiring Policy](#), and [Social Media guidelines](#).

*Firm members are required to comply with this policy, [act with integrity](#) and [report violations](#) as established in [Our Code](#); our Firm does not tolerate retaliation for reporting in good faith.*

Arya Veer Krishna

Name

Signed by:  
  
09CFE808925A4CA...  
Signature

09-Dec-2024

Date

## *Our Code of Conduct – Attestation*


I understand my obligation to read, understand, and comply with the expectations of Our Code of Conduct (Our Code).

I further understand:

- Violating Our Code may result in discipline, up to and including separation from our Firm.
- If I become aware of an actual or potential violation of Our Code, Firm's policies and standards, or the law, I understand that I have an obligation to report.
- If I am in doubt as to the proper course of action, I understand that I have an obligation to seek guidance from Firm Function experts (e.g., Ethics & Compliance, HR, McKinsey Legal).

Arya Veer Krishna

Name

Signed by:  
  
09CFE808925A4CA...

Signature

09-Dec-2024

Date