

## Anti-Harassment and Bullying Policy

### Objective

To create and maintain a workplace free from harassment and bullying based on gender, race, religion, national origin, age, sexual orientation, or other protected classifications, fostering a respectful and inclusive work environment.

### Definitions

- **Company** shall mean MAG Global (India operations).
- **Employee** includes all individuals employed by the company on a regular, temporary, ad hoc, or voluntary basis, including contractors, consultants, trainees, and probationers.
- **Employer**: The policy is applicable to MAG Global and subsidiaries in India.
- **Harassment**: Behaviour targeting individuals based on protected classifications, adversely impacting the work environment. Harassment could be based on use of sexual innuendo, gender, race, religion, age or sexual orientation.
- **Bullying**: Repeated intentional behaviour aimed at hurting others, characterized by an imbalance of power. Can be physical, verbal, or psychological, occurring face-to-face or online.
- **Internal Complaints Committee (ICC)**: A committee established to handle complaints under this policy, consisting of at least 3 members, including 2 women.

### Policy Scope

Applies to all employees of MAG Global and its subsidiaries operating in India, ensuring a harassment-free work environment.

### Key Principles

- **Commitment**: Zero tolerance for harassment or bullying, ensuring respectful relationships among employees and external stakeholders.
- **Training**: Regular sessions on workplace harassment and discrimination.
- **Confidentiality**: Strict privacy maintained for all cases, with information shared only on a need-to-know basis.
- **Retaliation Prohibition**: No intimidation or harassment of individuals involved in complaints or investigations.
- **Frivolous or False Charges**: Misuse of this policy to bring false or malicious complaints will result in strict disciplinary action, ranging from written warnings to termination.

### Procedure for Complaints

1. **Raising Concerns**: Affected employees can report concerns verbally or via email to the CEO/Partner.
2. **Initial Discussion**: The CEO/Partner will meet with the complainant to understand the issue.
3. **ICC Formation**: A three-member ICC will be constituted to investigate, with clear timelines set.
4. **Investigation**: The ICC will conduct a thorough inquiry and submit a report to the firm's Partners.
5. **Action**: The Partners will determine disciplinary measures, involving external agencies if necessary.
6. **Closure**: Investigation concludes upon mutual consent between the Partners and the complainant.

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