

WEF IBC index

McKinsey has signed on to the Stakeholder Capitalism Metrics defined by the World Economic Forum’s International Business Council. These metrics are designed to encourage comparable disclosures related to governance, planet, people, and prosperity.

Theme	Core metric	Location of McKinsey response
Principles of Governance		
Governing purpose	1. Setting purpose	Introduction/About McKinsey
Quality of governing body	2. Governance body composition	Introduction/Our governance Reporting approach/Performance data Our leadership
Stakeholder engagement	3. Material issues impacting stakeholders	Reporting approach/Stakeholder engagement Reporting approach/Materiality assessment
Ethical behavior	4. Anti-corruption	Responsible practices/Ethics and compliance Code of Professional Conduct
	5. Protected ethics advice and reporting mechanisms	Responsible practices/Raising concerns Code of Professional Conduct Supplier Code of Conduct Supplier Standards
Risk and opportunity oversight	6. Integrating risk and opportunity into business process	Responsible practices/Risk management Reporting approach/TCFD index
Planet		
Climate change	7. Greenhouse gas (GHG) emissions	Sustainability/Cutting our own emissions Reporting approach/Performance data
	8. TCFD implementation	Reporting approach/TCFD index

Theme	Core metric	Location of McKinsey response
Nature loss	9. Land use and ecological sensitivity	We recognize the importance of nature and biodiversity conservation. While we believe McKinsey’s direct impact on land use and biodiversity is limited due to the nature of our services (i.e., offices located primarily in urban areas), we are committed to understanding and minimizing any potential impacts. We continue contributing to structural solutions related to nature and biodiversity through our research and insights and client work.
Freshwater availability	10. Water consumption and withdrawal in water-stressed areas	Sustainability/Cutting our own emissions
People		
Dignity and equality	11. Diversity and inclusion	Inclusive growth/Diversity, equity, and inclusion Reporting approach/Performance data
	12. Pay equality	Responsible practices/Providing competitive compensation and benefits
	13. Wage level	Responsible practices/Providing competitive compensation and benefits
	14. Risk for incidents of child, forced or compulsory labor	Responsible practices/Human rights
Health and wellbeing	15. Health and safety	Responsible practices/Caring for our colleagues
Skills for the future	16. Training provided	Responsible practices/Developing our colleagues Reporting approach/Performance data



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Prosperity		
Employment and wealth generation	17. Absolute number and rate of employment	Reporting approach/Performance data
	18. Economic contribution	Introduction/About McKinsey
	19. Financial investment contribution	As a private firm, this metric is not relevant for McKinsey.
Innovation of better products and services	20. Total R&D expenses	Responsible practices/Developing our colleagues
Community and social vitality	21. Total tax paid	As a private firm, we do not extensively report financial information.