

McCormick & Co. Inc.

TICKER
 NYS:MKC

MARKET CAPITALIZATION
 US\$18 billion

HEADQUARTERS
 United States

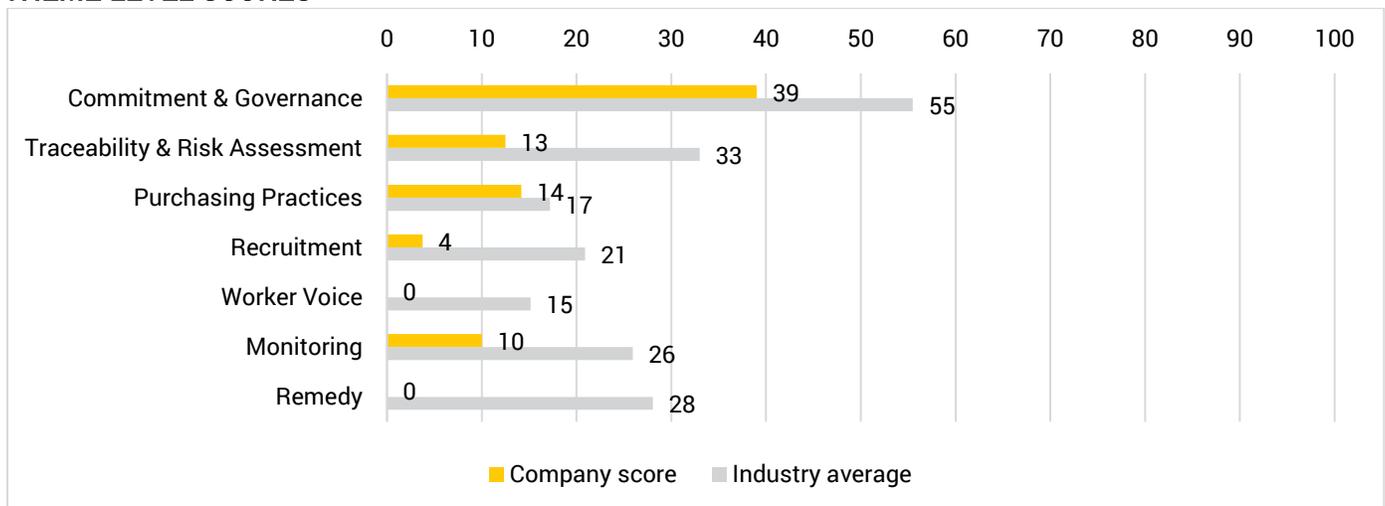
DISCLOSURES
UK Modern Slavery Act: Yes

TARGETS
 Yes

California Transparency in Supply Chains Act: Yes

OVERALL RANKING
34 out of **43**
OVERALL SCORE
11 out of **100**
SUMMARY

McCormick & Co. Inc. (McCormick), a US food company that manufactures and distributes spices, seasonings, and condiments, ranks 34th out of 43 companies and discloses significantly less information on its forced labor policies and practices than its peers. It scores lower than average across all themes. The company's score is based on its disclosure of a supplier code of conduct prohibiting forced labor, employee training on how to mitigate forced labor, and an assessment of forced labor risks in its supply chains. The company has an opportunity to improve its performance and disclosure on the themes of Recruitment, Worker Voice, and Remedy.

THEME-LEVEL SCORES


Research conducted through February 2020 or through May 2020, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

KEY DATA POINTS**SUPPLIER LIST**

No

NO-FEE POLICY

No

SUPPORTS FREEDOM OF ASSOCIATION

No

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK COMMODITIESChile peppers, palm oil, rice, and others¹

LEADING PRACTICES

None.

NOTABLE FINDINGS

Commitment & Governance: McCormick sets out steps to address forced labor risks, including training employees on how to mitigate risks of forced labor and human trafficking. It also discloses a supplier code of conduct that addresses forced labor and requires its first-tier suppliers to apply the same standards to its lower-tier suppliers.

Risk Assessment: The company states that it uses the US Department of Labor’s “List of Goods Produced by Child Labor or Forced Labor” to determine risk in regions and countries where it sources ingredients. It further states that it “continuously assess[es] plans for [its] highest-risk countries and ingredients.”

Integration into Supplier Contracts: The company discloses incorporating its supplier code of conduct that addresses forced labor into its supplier contracts.

OPPORTUNITIES FOR IMPROVEMENT

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company may consider requiring recruitment agencies used by its suppliers to uphold workers’ rights and ensuring that workers in its supply chains are not charged fees during any recruitment-related process. The company is also encouraged to confirm that recruitment agencies used by its suppliers are audited and to work with suppliers to ensure that migrant workers’ rights are respected (e.g., to confirm workers’ passports or other personal documents are not retained).

Worker Voice: To prevent and address forced labor and human trafficking risks in its supply chains, the company may consider ensuring that a formal and effective mechanism to report grievances regarding labor conditions is available and communicated to its suppliers’ workers and relevant stakeholders such as worker organizations or labor NGOs. Further, the company is encouraged to take steps to ensure that workers in its supply chains are educated on their rights and are able to exercise their right to freedom of association.

Remedy: The company may consider establishing a process for creating corrective action plans with suppliers found to violate workers' fundamental rights and freedoms (those articulated in the ILO Declaration on Fundamental Principles and Rights at Work). It may also consider designing a procedure to ensure that remedy is provided to its suppliers' workers in cases of human trafficking and forced labor.

ENGAGED WITH KNOWTHECHAIN

No.

¹ The US Department of Labor lists these commodities as commodities that may be produced using forced labor. US Department of Labor (20 September 2018), "[List of Goods Produced by Child Labor or Forced Labor.](#)"