

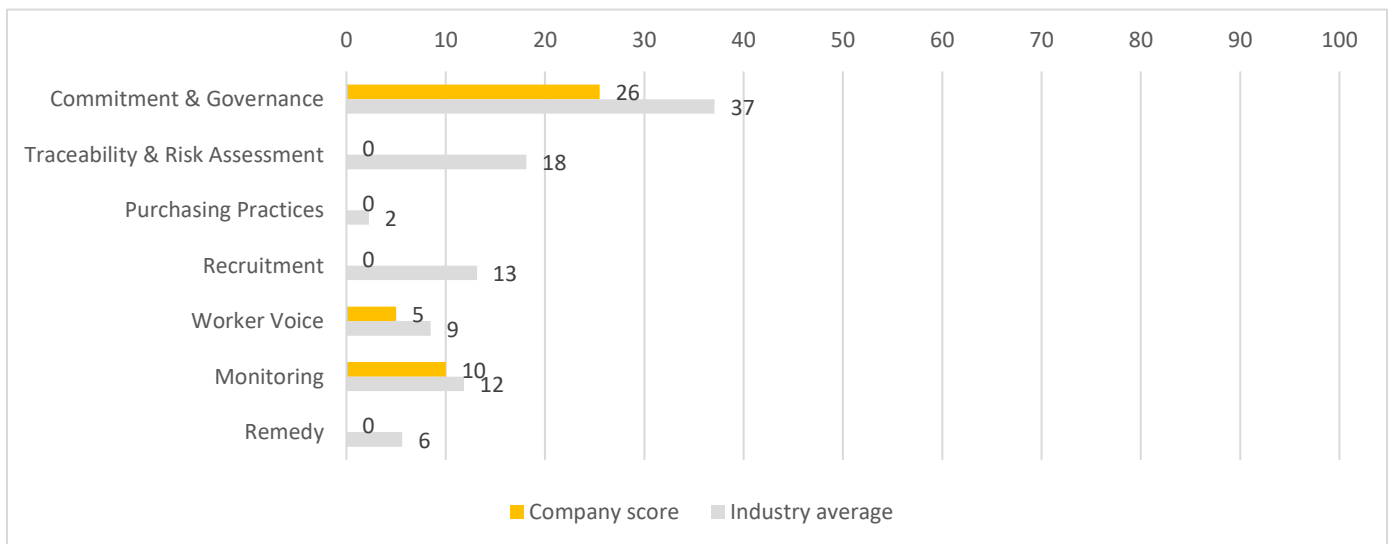
McCormick & Co Inc (McCormick)

TICKER
MKC

MARKET CAPITALIZATION
US\$26.83 billion

HEADQUARTERS
United States

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: [Yes \(Disclosure of Subsidiary\)](#)
OVERALL RANKING
41 out of 60
[2020 Rank:](#) 34 out of 43

OVERALL SCORE
6 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT
 No

ENGAGED WITH KNOWTHECHAIN¹
 No

NO-FEE POLICY
 No

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Soy, rice, chili peppers and others

SUMMARY

McCormick & Co Inc (McCormick), a US food company that manufactures and distributes spices, seasonings, and condiments, ranks 40 out of 60 companies. Since 2020, the company improved by disclosing a strengthened supplier code with a more robust provision on freedom of association and collective bargaining and requiring suppliers to establish grievance mechanisms for workers. However, the company did not improve across other themes; as such, its rank has dropped by 6 places. The company's score is based on its disclosure of a supplier code of conduct addressing all five ILO core labour standards, including forced labour, a grievance mechanism available to workers in the first tier of its supply chain, and some information on its process to monitor suppliers' compliance with standards.

The company is encouraged to improve its performance and disclosure on the themes of Commitment & Governance, Traceability & Risk Assessment, and Recruitment.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Commitment & Governance: The company is encouraged to establish and disclose a managerial structure with clear responsibilities and accountability for the implementation of its supply chain policies that address forced labour and provide oversight of such policies at the board level.

Traceability & Risk Assessment: To demonstrate a strong understanding of its supply chains, the company may consider disclosing the names and addresses of its first-tier suppliers, the countries in which its below-first-tier suppliers operate, the countries from which it sources raw materials at high risk of forced labour, and data on the demographics of the supply chain workforce (such as the percentage of women and migrant workers). The company is further encouraged to assess forced labour risks across its supply chains and disclose the risks identified.

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company is encouraged to take steps to ensure that workers in its supply chains are not charged fees during any recruitment-related process. The company may further consider disclosing the steps taken to ensure that such fees are reimbursed to the workers and/or provide evidence of payment of recruitment-related fees by suppliers. The company is also encouraged to provide details of how it supports responsible recruitment in its supply chains.

¹ Research conducted through January 2023 or through April 2023, 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](#).

² For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2023 [food & beverage benchmark findings report](#).