

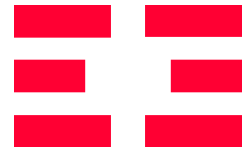


McDonald's

Locations: Illinois (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



High Risk

DESCRIPTION:

McDonald's has canceled partnerships with a conservative nonprofit, American Legislative Exchange Commission (ALEC), due to pressure from progressive groups. McDonald's vets vendors according to LGBTQ policies, is part of the Global Alliance for Responsible Media, and does not provide its employees with protections against viewpoint discrimination. The company covers the cost of "medically necessary transition-related care" for its employees and their children. McDonald's has donated to the National Urban League (NUL), supported the Equality Act, and opposed state-level election security laws. For these reasons, McDonald's receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. High Risk

In 2012, McDonald's canceled its partnership with the conservative nonprofit ALEC after coming under pressure from progressive groups (1). McDonald's received a score of 100 on the Corporate Equality Index from the Human Rights Campaign (23)(4)(5).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

McDonald's is a corporate partner of the Ronald McDonald House Charities, and also operates its own scholarship funds (1)(2). These programs do not have any rules prohibiting collaboration with religious organizations (3). However, McDonald's does offer an employee matching program which does not match gifts to religious organizations (4)(5).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk

McDonald's does not protect employees from viewpoint discrimination (1).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

The company has tied executive bonuses to workplace diversity, withholding some bonuses if diversity quotas are not met (1). McDonald's supports the Equality Act (2). McDonald's is a member of the Civic Alliance, which opposes state election reform laws (3). CEO Chris Kempczinski is a member of the Business Roundtable, but has not supported ideological initiatives (4). McDonald's features a page supporting LGBT causes on its corporate website which outlines its various events and partnerships with LGBT organizations (5).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

McDonald's is a member of the Global Alliance for Responsible Media (1)(2)(3). The company pledged \$1 million to the Black Lives Matter movement and related causes, including the National Urban League (4)(5)(6). McDonald's is a Bronze sponsor of Out and Equal (7). McDonald's has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (8)(9).

Uses corporate political contributions for ideological, non-business purposes.

High Risk

McDonald's announced that it would indefinitely halt PAC funding of all federal candidates (1). The McDonald's Corporation Political Action Committee has since resumed spending without withholding funds from the election-objecting candidates (2). However, McDonald's made a \$5,000 donation to the Equality PAC in 2022 (3).

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