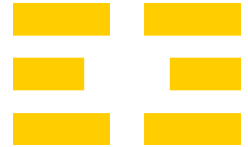




McCormick & Company

Subsidiaries: Old Bay
Locations: Maryland (HQ)
Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

DESCRIPTION:

McCormick & Company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. McCormick occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

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

McCormick received a score of 55 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). McCormick has integrated ESG into its business practices, including evaluating suppliers based on social criteria (3). However, the company has not publicly canceled customers, suppliers, or vendors based on views or beliefs.

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

McCormick's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). McCormick & Company's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (3). The company offers an employee matching program but does not clearly express its eligibility guidelines (4).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. Medium Risk

McCormick & Company does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.

High Risk

The CEO of McCormick & Company, Lawrence Kurzius, is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of a Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders (1)(2). McCormick signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (3). The company made a blog post on its website in support of the Black Lives Matter movement and outlined ways the company would support the movement (4). Erica Frazier, a co-chair of McCormick's LGBTQ Employee Ambassador Group stated that some of her goals include working with organizations that support LGBTQ+ youth and involving the group in the hiring process (5).

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

High Risk

McCormick's HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). McCormick & Company has donated \$500,000 to the Black Lives Matter movement and related causes, though the company did not specify which organizations would receive funding (3)(4). McCormick and Company released an Old Bay hot sauce for pride month, donating \$4 from each sale to The Trevor Project (5). Old Bay was a Bronze Tier corporate sponsor of the Trevor Project, an organization that advocates for controversial sex and gender ideology, including "gender transition" drugs and surgeries for minors, through legislation, litigation, advertising, and PR campaigns. The organization also hosts online chatrooms that allow adults to communicate with minors as young as 13 about sexually explicit topics. Adults in these chatrooms have encouraged minors to adopt transgender identities and withhold this information from their parents (6)(7)(8)(9)(10). 11).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes.

N/A

McCormick & Company's PAC has been defunct since 2004 and the company has not reported on its lobbying (1)(2)(3).

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