



McCormick & Company

Locations: Maryland (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, McCormick & Company increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. McCormick uses its corporate funds to support controversial sex and gender ideologies and organizations. McCormick does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. McCormick has frequently used its reputation and corporate dollars to support LGBTQ issues and donated \$500,000 to BLM and related causes. However, it does not discriminate against religious organizations in its charitable giving and has not used its PAC contributions for ideological purposes. For these reasons, McCormick & Company receives a Medium 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. Medium Risk

McCormick received a score of 55 on the 2023 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 merits (1)(2). McCormick has integrated ESG into its business practices, including evaluating suppliers based on social criteria (3). McCormick & Company has not publicly fired 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 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). McCormick & Company does not discriminate against religious organizations in its charitable giving guidelines (3). McCormick & Company offers an employee matching program but does not clearly express its eligibility guidelines (4).

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

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

Corporate Governance and Public Policy

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

McCormick is a signatory of the Equality Act (1). McCormick made a blog post on its website in support of the Black Lives Matter movement and outlined ways the company would support the movement (2). 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 (3). McCormick & Company has posted in celebration of Pride Month to its corporate Facebook account (4). The CEO of McCormick & Company, Lawrence Kurzius, is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (5)(6).

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

McCormick's HRC 2023 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 (1)(2). McCormick & Company has donated \$500,000 to the Black Lives Matter movement and/or related causes (3)(4). McCormick's LGBTQ Employee Ambassador Group used funds to support the Baltimore Pride Parade (5). McCormick and Company released an Old Bay hot sauce for pride month, donating \$4 from each sale to The Trevor Project (6).

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

N/A

McCormick & Company used to donate in a bipartisan manner consistent with its business interests but has not used its PAC in recent years (1).

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