

SUSTAINABILITY & SOCIAL RESPONSIBILITY 🌱

From field to fork, McCormick makes a positive difference

McCormick has a long history of sustainability. As an agricultural-based business, the Company has been mindful of the environment and taking measures to preserve and protect those resources. We carefully consider our supply chain and strive to minimize its impact on the environment. By respecting the land, relationships with suppliers and producers, our employees and our communities, McCormick is able to bring the world delicious flavors while contributing to the greater good.

It is "Truly our Nature"



IMPACTING OUR GLOBAL COMMUNITIES

Providing assistance to the communities that supply our raw materials and where we manufacture our products leads to improved economic conditions. We believe their continued prosperity is important to the Company's continued growth and success. Read more about our global initiatives.

[Learn More →](#)



GLOBAL SOURCING

Beginning thousands of years ago, the spice trade has shaped world history and economies. With this legacy in mind, McCormick engages in practices that protect the Earth and the livelihood of source countries while producing the highest-quality products.

[Learn More →](#)



McCORMICK'S SUPPLIER DIVERSITY PROGRAM

Our Supplier Diversity Program (SDP) seeks to develop relationships with qualified diverse businesses that are capable of meeting our quality standards. Through our SDP initiative, we have increased the number of diverse suppliers that provide McCormick with products and services.

[Learn More →](#)

TRANSPARENCY IN SUPPLY CHAINS

McCormick is committed to operate in an ethical manner. Our core values guide us to be mindful of our impact on the environment and communities where we source and manufacture our products. To see our statement regarding the California Transparency in Supply Chains Act of 2010, please [click here](#).

WHO WE ARE 🌱

The Power of People

Nurturing and developing the people who make up the "McCormick family" has always been a top Company priority. McCormick's culture is founded on a participative style of management that encourages the active involvement of all employees in community service activities as well as at all levels of the business. At the core of the culture is a set of Shared Values, one of which is an unwavering concern for others and respect for the dignity of the individual.

McCormick's global employee population is diverse. In the U.S. the McCormick Corporate Diversity Council establishes Company diversity initiatives, promotes diversity training and sponsors educational diversity events. The Company is a proud recipient of two James Rouse Diversity Awards.

For over 75 years the Company has offered employees a system of professional development, called Multiple Management. Each of the 13 global Multiple Management Boards allows its members the opportunity to make a meaningful contribution to the business while developing their own career skills.

McCormick believes in lifelong learning and offers many internal learning and development opportunities to employees. The Company has two Learning & Development Centers (one in Maryland and one in the U.K.) which house central resources for business information and courses for skills development, career development and change management.



For employees who choose to take continuing education courses, in the U.S. McCormick provides an educational tuition assistance program. In addition, the Company sponsors a number of scholarships for colleges and trade school educations for children of employees.

The Company takes a leadership role in the health and safety of its employees. A full range of programs has been developed to promote safety in the workplace and good health habits among employees.

IMPACTING OUR GLOBAL COMMUNITIES 🌱

The McCormick legacy of community service began with our founder, Willoughby McCormick, and continues today

McCormick's commitment to community service is supported from our corporate offices to the plant floor, from Baltimore to Beijing. Willoughby McCormick started this tradition by becoming a founding member of the United Way of Central Maryland and the Chamber of Commerce. His successor, Charles P. McCormick, built on that legacy by serving in local, national and international organizations. Today, Company leadership continues the commitment by supporting a wide range of programs and initiatives, some decades old, others relatively new.



McCormick & Company is proud to be a founding member of the Healthy Weight Commitment Foundation to help reduce obesity.

- On an ongoing basis, the Company and its employees donate time and money to a wide range of civic, educational, cultural, community and health care organizations. The Company also donates products to food banks. Our charitable giving knows no borders as we share our financial support with communities around the world where our employees work and live.

- Each year many McCormick employees work an extra day and donate their earnings, which are matched by the Company, to community charities. The program, begun in 1941, is called Charity Day and has brought millions of dollars to needy civic and charitable organizations.
- In the past 10 years in India's local farming communities, we have funded national polio vaccines, equipment for local schools, road repairs and medical camps.
- McCormick recently contributed \$25,000 to the relief efforts of families in Indonesia that were severely impacted by an earthquake near one of our key vanilla bean suppliers.
- Since 1940 the Company has held the McCormick Unsung Heroes Award program. It recognizes the highest examples of unheralded teamwork and sportsmanship among Baltimore-area high school athletes. Over the years, thousands of young men and women have been honored. The annual program includes major college scholarships. Approximately one-half million dollars in scholarship funds have been given out since 1987.
- Many McCormick employees impact the lives of youngsters through volunteering at schools, mentoring, career counseling and through other structured organizations like Junior Achievement, Maryland Roundtable for Education and Maryland Mentoring Partnership.
- The Company was a contributor to relief for both tsunami victims and those impacted by Hurricane Katrina.
- In 2004, the Company initiated the McCormick Community Service Award to honor employees who devote time and energy to better their communities. The grand prize winner wins \$25,000 for his or her favorite charity. Four runners-up receive \$5,000 each for their charity of choice.

• **SUSTAINABILITY & GLOBAL SOURCING** 🌱

- **Improving flavor from its very source**
- Explorers searching for spices were the original participants in the global economy. In the process of bringing spices from far away lands, new cuisines were discovered and flavors became more prized. As a result of spice trading, new navigational routes to spice-producing countries were discovered as well as the existence of the "New World."



- McCormick, as a world leader in spices, is mindful of that legacy. Because we are an agricultural-based business, we are also aware of the need to protect the earth's resources. Our unparalleled global sourcing program has provided us opportunities to act on that respect for the environment and also better the communities of our source countries.

- **AGRICULTURE** 🌱

- **Carefully cultivating relationships produces the best crops**



- Our Global Sourcing Program encourages our supplier base to create partnerships with farmers by providing them with a regular demand for high quality raw materials. We emphasize the need for producing high value products and educating farmers on ways to better manage the harvest, storage and integrity of their products.
- We have well-established supply lines in our source countries. These are comprised of joint ventures in India and Indonesia, key strategic alliances in major spice-growing countries, and a network of over 150 other suppliers. Our joint venture in Indonesia has a Board of Directors that includes twelve members each representing a specific agricultural co-op that grows and sells spices to the joint venture. Through this contact we work directly with the many small farmers on improved techniques to harvest, dry, and store their product. Our sourcing joint ventures and strategic alliances employ over one thousand employees, providing them with regular year-round work, good wages, medical assistance, and opportunity to advance.



- McCormick prides itself on working at the source in developing countries to establish quality suppliers with strong ties to the farming community. We realize that this is a long process that requires patience and perseverance. For example, in the late 1960s we encouraged farmers in Uganda to grow high quality vanilla beans as a new and better source of income. Shortly after the start-up, dictator Idi Amin destroyed the new farming activity. In the early 1990s after Amin's demise, McCormick went back into Uganda to help the local farmers revive the vanilla business. Today, it is a robust business employing hundreds of local farmers and producing excellent, high quality vanilla.

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- **Agricultural Initiatives**
- Operational Initiatives

OPERATIONAL 🌱

Sustainable operations create more business opportunities



A key part of the McCormick Global Sourcing Program is our vendor certification activity. We have a dedicated team that works with our joint ventures, strategic alliances, and other suppliers, training them in the latest supply chain activities and completing audits of their facilities to ensure compliance to US FDA GMP regulations. This step adds value to our suppliers who in turn take the value equation to their suppliers, the farming community. The impact on the local economy is substantial.

The Company works with the American Spice Trade Association (of which we are a founding member) and the Indian Spices Board to develop training programs for farmers.



Our environmental stewardship is evident globally as we look for ways to reduce material usage rates on all packaging components such as corrugated cardboard, folding cartons, plastic and glass bottles and more. In addition to reducing material usage, McCormick is investing resources in researching alternative materials, such as bio-resins for use in our plastic components. We also continuously evaluate energy-saving projects in our supply chain, specifically in the manufacturing and transportation of our packaging material as well as conserving natural resources including energy and water. We understand that every part of our operation has an impact as we continually look for ways to optimize our processes.

ENVIRONMENTAL EFFORTS AND GOALS

Greenhouse Gas Emissions: The main sources of emissions are related to the combustion of natural gas and use of fossil fuels to generate electricity. McCormick's use of electricity is much greater than its use of natural gas. Therefore, using 2005 as a base, the Company has established a goal to reduce the use of electricity by 15% by the end of 2010.

Solid Waste: Many materials not consumed by our manufacturing processes may be recycled for other uses. Instead of disposing of re-usable materials in a landfill or incinerator, the Company has made a commitment to recycle and has established a goal to reduce the amount of solid waste transported to landfills or incinerators by 10% as of 2010, using 2005 as the base period.

ENVIRONMENTAL ACCOMPLISHMENTS

Electricity Use: In 2007, a new lighting system was installed at the Company's Hunt Valley Plant which has reduced that plant's use of electricity by 10%.

Recycling: Approximately 50% of solid waste is recycled at the Company's Spice Mill Facility in Hunt Valley, Maryland and at its manufacturing facility in Monteux, France. At its London, Ontario manufacturing facility, the Company recycles approximately 60% of its solid waste.

Environmental Management: In January 2008, the Company's manufacturing facility in Monteux, France was certified under ISO 14000. That facility has adopted an environmental management system for managing the environment impact.

Water Use: In 2007, the Company's Hunt Valley Plant reduced its water use by 40% following the replacement of its water-based cooling system with an air cooling system.

SUPPLIER DIVERSITY PROGRAM 🌱

A letter from the Chairman, President & CEO



Dear Potential Supplier:

As a global leader in the manufacture, marketing and distribution of spices, herbs, seasonings, specialty foods and flavors to the entire food industry, McCormick & Company, Incorporated is dedicated to providing high quality products to our customers. Our success is based on a commitment to being the best. In our efforts to achieve this goal, we are dedicated to including diverse suppliers in our supply chain. At McCormick we recognize the value diverse suppliers bring to the communities we serve.

McCormick's Supplier Diversity Program (SDP) seeks to develop relationships with qualified diverse businesses that are capable of meeting our quality standards. Through our SDP initiative, we have increased the number of diverse suppliers that provide McCormick with products and services. This business strategy will continue to deliver success for McCormick and the diverse suppliers with whom we do business.

Sincerely,

A handwritten signature in black ink that reads "Alan D. Wilson".

Alan D. Wilson
Chairman, President and CEO

WHO QUALIFIES: DIVERSE SUPPLIERS DEFINED 🌱

The following is the classification and definition of Diverse Companies who are eligible to participate in McCormick's Supplier Diversity Program.

A Minority-Owned Business Enterprise (MBE) is a business that is at least 51% owned, controlled, and/or operated by a minority group member or members. A MBE is a for-profit enterprise, regardless of size, physically located in the United States or its trust territories.



Minority groups include (but are not limited to):

- African Americans
- Asian-Pacific Americans
- Hispanic Americans
- Native Americans
- Asian-Indian Americans

A Woman-Owned Business Enterprise (WBE) is a business that is at least 51% owned, controlled, and/or operated by women. A WBE is a for-profit enterprise, regardless of size, physically located in the United States or its trust territories.

A Small Disadvantaged Business (SDB) is a small business* that must be at least 51% owned and controlled by a socially and economically disadvantaged individual or individuals.

An American Veteran Owned Business (VOB) is a small business* at least 51% of which is owned by a veteran who also controls and operates the business. This includes:

- A person who served in the U.S. Armed Forces and who was discharged or released under conditions other than dishonorable.
- Vietnam era veterans who served for a period of more than 180 days, any part of which was between August 5, 1964 and May 7, 1975 and were discharged under conditions other than dishonorable.

A Service Disabled American Veteran Owned Business (SDVOB) is a small business* of which at least 51% is owned by one or more service-disabled veterans who were discharged for disability or, in the case of any publicly owned business, at least 51% of the stock of which is owned by one or more service-disabled

veterans. One or more service-disabled veteran(s) with a permanent and severe disability, the spouse or permanent caregiver of such veteran controls the management and daily business operations.

A Historically Underutilized Business (HUB) Zone Company must:

- Be a small business*
- Be located in a historically underutilized business zone
- Be owned and controlled by one or more U.S. citizens
- Have at least 35% of its employees residing in a HUBZone

National Industries for the Severely Handicapped (NISH) is a national nonprofit organization which creates employment opportunities for individuals with severe disabilities.

CERTIFICATION REQUIREMENTS

To be considered for business with McCormick, your company must be certified as a diverse supplier by one of the following third party organizations:

- National Minority Supplier Development Council (MBEs only) <http://www.nmsdcus.org/>
- Women's Business Enterprise National Council or affiliates (WBEs only) <http://www.wbenc.org/>
- State, local, or federal certifying agencies
- Veteran owned companies can self certify

HOW TO APPLY 🍀

McCormick expects the same quality and service from its vendors that it provides to its customers.

To participate in the Supplier Diversity Program, McCormick expects you to:

- have knowledge and experience in your area of business.
- provide quality products and services that meet McCormick's high standards and expectations.
- have competitive pricing

If you are interested in being considered for McCormick's Supplier Diversity Program, please register by submitting your completed [Vendor Information Form \(VIF\)](#).

Please note, your VIF will only be processed as described below if you meet the [Certification Requirements](#).

Once we receive your completed VIF, we will process it as expeditiously as possible.

Following such process, one of the following can occur if:

1. a potential opportunity exists, the appropriate function may contact you directly.
2. current opportunities do not exist, you will be notified by the SDP and we will hold your information for future use.
3. we determine that we cannot use your goods or services, we will notify you.

For more information, contact supplierdiversity@mccormick.com or Sheila Dews-Johnson, Director, Supplier Diversity, at 410-771-7393.

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