



McCORMICK & COMPANY, INCORPORATED

Modern Slavery Statement 2025-2026

This is the modern slavery and human trafficking global statement of McCormick & Company Incorporated, and its subsidiary entities (with examples listed in Addendum I also referred to in this document as “*McCormick*” or the “*Company*”) prepared for fiscal year 2025-2026.

This statement was prepared in accordance with Australia’s *Modern Slavery Act 2018*, Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, California *Transparency in Supply Chains Act* and United Kingdom’s *Modern Slavery Act 2015* (collectively the “*Labour Acts*”).

A table outlining how this statement aligns with the reporting criteria of the Labour Acts can be found in Addendum II.

McCormick believes in fundamental standards that support our commitment to our employees, business partners, customers, and communities. Our global business standards for working conditions and human rights that applies to our employees, suppliers, and business partners align with the concepts advanced by international organizations such as the International Labor Organization and the United Nations Global Compact on Human Rights.

As a member of the UN Global Compact, we commit to implement universal sustainability principles that meet fundamental responsibilities, including in the areas of modern slavery, forced labor, child labor, and human trafficking.

This statement describes the risks of these practices occurring in our operations and supply chain and the actions we take to assess and address those risks.

In addition, McCormick intends for this statement to fulfill the requirements of each Labour Act as the risks and our efforts to address them are consistent throughout our global supply chain.

This statement has been approved by the board of directors of McCormick and Company.

Section 1.: ORGANIZATIONAL STRUCTURE AND SUPPLY CHAIN

Founded in 1889, McCormick is a global leader in flavor. We manufacture, market, and distribute spices, seasoning mixes, condiments, and other flavorful products to the entire food industry – retailers, food manufacturers, and foodservice businesses.

We operate in two business segments, consumer, and flavor solutions. Our major sales, distribution and production facilities are located in North America, Europe, and China with additional facilities based in Australia, Central America, Thailand and South Africa. In all countries where McCormick processes products, those products are processed in facilities that comply with existing local laws.

A key part of McCormick's value chain is the agricultural producers that provide the raw materials for our products. In general, McCormick's agricultural products are purchased from suppliers who ultimately source raw materials from small individual farms managed by family farmers. We source approximately 14,000 ingredients from over 85 different countries including Brazil, Canada, China, India, Indonesia, Madagascar, Mexico, Turkey, United States, and Vietnam. The most significant raw materials used in our business are pepper, dairy products, capsicums (red peppers and paprika), onion, garlic, tomato products, salts, and wheat products. Pepper and other spices and herbs are generally sourced from countries other than the United States. Other raw materials, like dairy products and onion, are primarily sourced either within the United States or from our international locations.

A variety of mechanisms are used to source agricultural raw materials, including joint venture partners and strategic alliances.

Section 2.: OUR POLICIES AND SUPPLIER CODE OF CONDUCT

It has always been important that materials used by McCormick in its products are obtained through ethical and fair labour conditions.

Through the Company's [Global Supplier Code of Conduct](#), [Business Ethics Policy](#), [Human Rights Policy](#) and [Sustainable Agriculture Policy](#), we make clear our

commitment to fair labor standards and help ensure that the Company aligns itself with suppliers that share this commitment and expect the same of their own suppliers.

McCormick's Global Supplier Code of Conduct states that all vendors, suppliers, and contractors who wish to conduct business with McCormick are required to conform to certain principles and practices, such as the following:

- Fair employment practices, including those prohibiting child labor, prison or forced labor, or any form of indentured servitude with stipulations of fair working hours and compensation as well for a safe working environment;
- Compliance with applicable laws, including those pertinent to equal employment opportunities, wages and benefits, and worker and product safety; and
- Ethical business conduct based on compliance with the law, avoidance of conflicts of interest, and respect for the environment.
- McCormick also requires its suppliers to establish and maintain effective and confidential grievance mechanisms.
- McCormick expects its suppliers to apply similar standards to their own suppliers and subcontractors.

McCormick strives to ensure that quality, safety, and employment standards are maintained throughout the Company's supply chain and the Company regularly reviews its supplier base to determine if corrective actions are needed.

Section 3: DUE DILIGENCE

a. Human Rights Due Diligence

The Company utilizes a Due Diligence process to determine the areas of highest risk and deploys a responsible sourcing audit to ensure the Company's highest-risk suppliers comply with McCormick's Global Supplier Code of Conduct.

McCormick partnered with Verisk Maplecroft, a global risk intelligence company, to perform a risk assessment for all raw materials and origin countries to determine priorities as part of its Due Diligence process. For prioritized supply chains and salient risks,

engagement with suppliers is activated to validate these risks, build and implement a mitigation action plan.

Under our Grown for Good framework, we review risks with in-country suppliers, working with them to evaluate the threat and opportunities in their specific supply chains, and request that they provide evidence of how the risk is mitigated or a plan as to how it will be. In addition, industry benchmarked farm-level certification includes criteria on fair labor practices for farm workers. This is audited by an independent third-party and farms must be in compliance to receive certification

McCormick utilizes the Supplier Ethical Data Exchange (SEDEX) and the Supplier Member Ethical Trade Audit (SMETA) to conduct environmental, social, and governance assessments of existing and new suppliers identified as potentially high risk. Such suppliers are required to register with SEDEX and undergo social compliance audits covering labor standards, health and safety, business ethics, and environmental practices. All audits, re-audits, and corrective action updates must be submitted through the SEDEX platform.

SMETA audits, including forced labour assessment, evaluate supplier policies, procedures, and management controls. These audits establish a standardized baseline, enabling McCormick to assess compliance with its Global Supplier Code of Conduct and identify areas for improvement. Business critical non-compliance must be remediated and independently verified prior to the resumption of purchasing; failure to achieve compliance within the required timeframe may result in termination of the supplier relationship.

McCormick maintains accessible and confidential grievance mechanisms, including Ethics Point, which allows employees, business partners, and external stakeholders to raise concerns anonymously and without fear of retaliation.

b. Contracting Practices

McCormick's [Global Supplier Code of Conduct](#) is designed to be embedded into the Company's procurement practices by:

- including references to the Global Supplier Code of Conduct in major request for quotations;
- incorporating language in all supply agreements and contracts requiring suppliers to warrant compliance with the Global Supplier Code of Conduct and acknowledge that any known violation may result in immediate termination of any and all business;
- providing a link to the Global Supplier Code of Conduct in certain purchase order terms and conditions stating that acceptance of the purchase order constitutes an agreement to adhere to the latest version of the Global Supplier Code of Conduct;
- requiring acknowledgement of the Global Supplier Code of Conduct as part of all new suppliers onboarding process;
- collaborating with suppliers to share best practices.

c. Supplier Human Rights Compliance and Risk Scorecard

McCormick utilizes a supplier scorecard process, that includes the number of suppliers targeted by region and risk level, determined by an assessment and audit score, as a key performance indicator to measure the Company's effectiveness towards ensuring that forced labour, child labour, slavery and human trafficking is not taking place in the Company's supply chain. This process uses formal assessments and risk-based audits to verify that the Company's suppliers in its supply chain are in compliance with McCormick's requirements regarding prohibition of slavery and human trafficking. McCormick will remain transparent and report on its evolving efforts to combat the risks of forced labour, child labour, slavery, and human trafficking in the Company's supply chain.

Section 4: TRAINING AND STAKEHOLDER ENGAGEMENT

a. Training

It is the Company's overarching policy to be a good corporate citizen, as set forth in our [Business Ethics Policy](#).

Wherever McCormick does business, the Company's employees are required to comply with all applicable laws. Human rights training is provided to supply chain employees on how to identify and mitigate the risk of human trafficking and slavery.

Additionally, regular mandatory training on Supplier Code of Conduct and Human Rights is provided to all procurement staff, which covers, among other risks, human trafficking, forced labour and child labour. As part of the training, participants are tested to assess and evaluate the knowledge gained through the training.

In 2025, we also integrated modern slavery and forced labour awareness materials into our annual Code of Conduct training for employee groups identified as potentially exposed to related risks.

Additionally, our staff in the UK is informed about the UK government's 24-hour modern slavery public telephone helpline (0800 0121 700).

b. Stakeholder Engagement

McCormick works with other companies and organizations in the food industry in an effort to send a stronger message to industry suppliers about the importance of maintaining supply chains free of forced labour, child labour, modern slavery and human trafficking.

To aid in McCormick's collaboration efforts, the Company is an active member of the Consumer Goods Forum (CGF), a global organization whose objective is to bring together consumer goods manufacturers and retailers to provide practical help to implement global standards and best practices for efficiency and positive change.

McCormick's Chairman, President and CEO is currently a member of CGF's Board of Directors. One of CGF's strategic framework pillars focuses on environmental and social sustainability, including the eradication of forced labour from supply chains.

Additionally, McCormick is a member of the Sustainable Spices Initiative (SSI) Steering Committee, Chairing the Due Diligence Committee and part of the child labor working group, which aims to collaboratively address industry-wide human rights issues, including child labour

As a general principle, McCormick is deeply committed to supporting local communities by actively engaging in initiatives that enhance their well-being. We work with a variety of external partners and stakeholders, including suppliers and non-governmental organizations (NGOs), to identify the specific needs of our sourcing communities and create projects to enhance social and economic livelihoods around the world.

Together with suppliers and donors, we've co-invested over \$25 million globally to support farmers—funding income diversification and healthcare programs for vanilla growers, watershed projects in India to secure water access, and training in Vietnam to improve crop protection, yields and incomes.

Section 5: LOSS OF INCOME TO VULNERABLE FAMILIES

McCormick has not found any evidence to suggest the measures it has implemented to address forced labour and child labour risk within its supply chain have resulted in any discernible loss of income to the most vulnerable families.

Section 6: APPROVAL AND CONSULTATION

a. McCormick and Company, Incorporated

McCormick and Company, Incorporated and each of its reporting subsidiary entities under the Labour Acts consulted with staff from each entity in preparing this statement, including various meetings and briefings amongst supply chain, sustainability, and procurement teams. This statement was approved by the Board of Directors of McCormick and Company, Incorporated on May 15th 2026.

Brendan M. Foley

Chairman of the Board of Directors

McCormick and Company, Incorporated

b. McCormick Australia Reporting Entities

This Statement was approved by the Board of Directors of McCormick Foods Australia Pty. Ltd. on May 11th 2026, which is the relevant reporting entity under Australia's Modern Slavery Act 2018 (the "Australia Act"). For purposes of the Australia Act, there is only one entity owned or controlled by McCormick Foods Australia Pty. Ltd., which is Botanical Food Company Pty. Ltd. The statements made herein apply to this entity as well.



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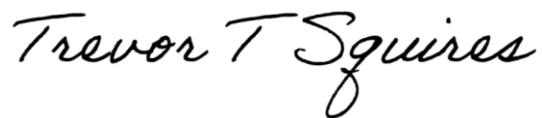
Managing Director

McCormick Foods Australia Pty. Ltd.

c. McCormick Canada Reporting Entities

This report was approved by the Boards of Directors of La Cie McCormick Canada Co. and The French's Food Co., Inc. on May 8th 2026, in accordance with section 11(4)(b)(i) of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Canada Act"), on behalf of the Canada Act reporting entities listed in Addendum I.

"In accordance with the requirements of the Canada Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canada Act, for the reporting year listed above."

A handwritten signature in black ink that reads "Trevor T Squires". The signature is written in a cursive, flowing style.

Trevor Squires

GENERAL MANAGER - CANADA & NAM BFS, CA CIG

Director of La Cie McCormick Canada Co. and The French's Food Co., Inc

d. McCormick United Kingdom (UK) Reporting Entities

This Statement was approved on May 12th 2026 by the Board of Directors of the relevant reporting entities under the UK's Modern Slavery Act 2015 listed in Addendum I.

A handwritten signature in black ink, appearing to read 'Ana Sanchez', with a large, sweeping flourish at the end.

Ana Sanchez Director of McCormick UK Ltd.

ADDENDUM I – Reporting Entities

Country	Reporting Entity Name	Registration Number
Canada	La Cie McCormick Canada Co.	1144681369
Australia	McCormick Foods Australia Pty. Ltd.	62004763259
Australia	Botanical Food Company Pty. Ltd.	47085074282
United Kingdom	McCormick UK Ltd	SC015262
United States (California)	Mojave Foods Corporation	1680989
United States (California)	The French's Food Co., Inc	841471832

ADDENDUM II – Reporting Requirement Index

PLACE IN STATEMENT	CANADA – Fighting Against Forced/Child Labor in Supply Chains Act (2023)	AUSTRALIA – Modern Slavery Act (2018)	UK – Modern Slavery Act (2015)	CALIFORNIA – Transparency in Supply Chains Act (2010)
Section 1	The entity's structure, activities, and supply chains.	Identify the reporting entity. Describe the structure, operations, and supply chains of the reporting entity.	Organization's structure, its business, and its supply chains.	
Section 2 & 3	Its policies and its due diligence processes in relation to forced labor and child labor.	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	Organization's policies in relation to slavery and human trafficking. Organization's due diligence processes in relation to slavery and human trafficking in its business and supply chains.	Describe to what extent the organization maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking. Describe to what extent the organization requires direct suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human

				trafficking of the country or countries in which they are doing business.
Section 3	The parts of its business and supply chains that carry a risk of forced labor or child labor being used and the steps it has taken to assess and manage that risk. Any measures taken to remediate any forced labor or child labor. Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chains.	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Parts of the organization's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Describe to what extent the organization engages in verification of product supply chains to evaluate and address risks of human trafficking and slavery. The disclosure shall specify if the verification was not conducted by a third party. Describe to what extent the organization conducts audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains. The disclosure shall specify if the verification was not an independent, unannounced audit.
Section 4 & 5	The training provided to employees on forced labor and child labor. How the entity assesses its effectiveness in ensuring that forced labor and child labor are not being used in its business and supply chains.	Describe how each reporting entity covered by the joint statement assesses the effectiveness of its actions to assess and address modern slavery risks.	Organization's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate. Organization's training about slavery and human trafficking available to its staff.	Describe to what extent the organization provides company employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.
Section 6		Describe the process of consultation with any entities the reporting entity owns or controls		