



Respecting Human Rights

Dear McDonald's Colleagues,

McDonald's purpose is to feed and foster communities. Central to that purpose is our commitment to respect the rights of all people in the communities where we live, work, and serve. Our Human Rights Policy outlines your rights as well as your responsibility to respect the rights of others by creating safe, respectful, and inclusive workplaces wherever we do business.

Continuous improvement is core to who we are at McDonald's, and our updated Human Rights Policy better reflects our commitment to address the critical issues where we can have the greatest impact. Our approach is rooted in the UN Guiding Principles (UNGPs), an internationally accepted framework that sets the standard for businesses involvement in combating human rights challenges.

In all that we do, we will remain grounded in our values, and we expect our business partners, including Franchisees, contractors, and suppliers, to embrace and uphold our human rights commitments. As we strive to create an environment that promotes dignity and respect, we will continue to engage employees and stakeholders with diverse backgrounds and experiences to uncover new ways to evolve our actions in support of this policy.

With your support, I am confident that we will continue to do business in a way that makes us all proud to be part of McDonald's.

A handwritten signature in black ink that reads "Chris Kempczinski".

Chris Kempczinski
President and Chief Executive Officer
McDonald's Corporation



McDonald's Human Rights Policy

Our Commitment

At McDonald's Corporation ("McDonald's"), our vision is that human rights are woven into McDonald's day-to-day business, enabling us to fulfil our commitment to respect the rights of all people and communities who produce, serve and enjoy our food.

McDonald's is committed to respecting human rights as set out in the Universal Declaration of Human Rights and to developing and implementing its human rights approach in line with the UN Guiding Principles on Business and Human Rights (UNGPs). We respect rights and principles in the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Rights of the Child and are signatories to the Women's Empowerment Principles.

Scope and coverage

We seek to respect the human rights covered by the Universal Declaration. Through our human rights due diligence process, we identify human rights focus areas and these are communicated through our human rights reporting processes. At the point of drafting this version of the policy, identified human rights focus areas include: child labor; data privacy; diversity, equity and inclusion (DEI); education and employment creation; effective remedy; forced labor; freedom to associate (or not associate) and collectively bargain; land rights; discrimination and harassment; nutrition; Occupational Health and Safety (OHS); working conditions (contracts, hours, overtime, wages); and workplace security. The process of identifying human rights focus areas is a dynamic one. We respect human rights referenced in the Universal Declaration, beyond these human rights focus areas.

We pay particular attention to identifying those groups which may be particularly vulnerable to negative human rights impacts, including migrant workers, Indigenous Peoples, women, social disadvantaged minority communities, persons with disabilities or children and young people, and commit to take appropriate steps to respect their rights. We strive to foster safe, inclusive and respectful workplaces wherever we do business and respect the fundamental rights of all McDonald's employees. We prohibit the use of child labor, human trafficking, and forced, bonded, indentured or prison labor.



We recognize that natural resources and the environment have an important link to the enjoyment of human rights. We're taking a holistic approach to respect natural resources and the environment, for the communities that rely on them and for the future of our business. We seek to ensure that our work on natural resources and the environment takes into account human rights considerations.

This policy applies to McDonald's Corporation and its majority-owned subsidiaries worldwide.

We also understand that, through the conduct of their activities, our business partners – including Franchisees, contractors and suppliers – have the potential to impact human rights. We strive to work with business partners that share our commitments to human rights, safety and ethics and compliance and we seek to use our business relationships, aligned with the UNGPs, to encourage and support them to act in a manner consistent with the commitments set out in this policy. We expect our business partners to respect human rights and encourage them to adopt similar policies.

This policy is further enabled by a range of relevant McDonald's policies and guidance. Our Standards of Business Conduct contain our commitment to respect human rights in our workplaces and applies to all McDonald's employees. Our Global Brand Standards apply to McDonald's, our majority owned subsidiaries and Franchisees. Our Responsible and Ethical Recruitment Principles apply to McDonald's, our majority owned subsidiaries, Franchisees, as well as third parties managing and/ or recruiting migrant labor on our behalf. Our Supplier Code of Conduct and Supplier Workplace Accountability standards contain our human rights requirements for suppliers. Our Commitment on Forests addresses deforestation and land rights of affected communities.

Our Approach

As part of our commitment to respect human rights, we take steps to identify actual or potential adverse human rights impacts which are either directly or indirectly related to our business activities or those of our business partners. We do this through a system of human rights due diligence and assessment, and then develop appropriate responses to identified impacts and risks. This can involve development of policies and systems through partnership and collaboration. This process is supported by internal and external stakeholder engagement.

We recognise that human rights due diligence is an ongoing and dynamic process, and we have put in place systems and processes to both identify and respond to changed contextual factors which heighten human rights risks to people. In doing so we seek to incorporate views of stakeholders and carry out regular reviews on geographic and issue-based risks.



Remedy

We are committed to providing for, or cooperating in, the prevention, mitigation, and remediation of adverse human rights impacts. We seek to promote or cooperate, with business partners or others, in the mitigation and remediation of adverse impacts which are linked to McDonald's through our business relationships.

Our Business

Employees, customers and other stakeholders may raise grievances related to human rights through a number of different channels. This includes contacting Human Resources, or the Global Compliance Office. Alleged violations of this policy can also be reported by contacting McDonald's Business Integrity Line.

Our Suppliers and Partners

We expect our suppliers to establish effective grievance mechanisms for workplace issues. Our Business Integrity line and colleagues from our Supplier Workplace Accountability (SWA) team are available to suppliers and their employees. We expect all restaurants to have a reporting mechanism to allow affected people to raise concerns.

Overall Principles

We periodically assess the effectiveness of our grievance and complaints channels for identifying and addressing human rights issues. This applies to all rightsholders including workers, customers, communities and others.

We will not impede state-based grievance processes via our employee or other grievance systems; we do not require employees or others to waive their right to use such external mechanisms to raise issues through any of our grievance or remedy channels.

We will not tolerate any retaliation of any kind directed against anyone who reports any human rights concern or an issue concerning compliance with this policy. This includes Human Rights Defenders, who should be free to raise and express their concerns about our behavior or that of our business partners. We expect our business partners to make the same commitment.

We will engage with rightsholders, providing safe and enabling environments to raise concerns with McDonald's.

Governance

Board level oversight on matters related to human rights is provided by The Sustainability and Corporate Responsibility Committee of our Board of Directors. The executive



sponsors of the Human Rights Working group include our Global Chief Impact Officer, Global Chief People Officer, Global Chief Supply Chain Officer and Global Chief Legal Officer. This executive group reports directly to our CEO on human rights and share reports to the Board and its Committees as appropriate.

Human Rights professionals within Global Impact manage this policy, and manage a cross functional Human Rights Working Group.

We commit to engaging with stakeholders to understand their perspectives, improve our monitoring, analysis or remediation of human rights impacts, and better understand how to evolve our actions supporting this policy.

Moving Forward

We will regularly review our approach to respecting human rights. We will identify shared opportunities to collaborate with others, including partner companies, civil society organizations and public authorities, to help address challenging issues.

We will regularly track and publicly report on progress on our human rights management including to the extent required by law.

This Human Rights Policy builds up our existing commitments and processes and procedures.