

US corporate human rights index: Tracking changes in company commitments to human rights

Findings as of July 2025

McDonald's

Indicator	Finding	Source	Source Link
Policies and commitments			
General			
Human rights policy - UNGPs	McDonald's is committed to respecting human rights as set out in the Universal Declaration of Human Rights. Our Human Rights Policy ("Policy") is also guided by the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the principles set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.	Human Rights Policy (2024)	https://corporate.mcdonalds.com/content/dam/sites/corp/nfl/pdf/Human_Rights_Policy.pdf
Human rights policy - ILO Core Labor Standards	See above		
Forced labor & prison labor	The Company has a policy against using any form of slave, forced, bonded, or indentured labor... Our Code and Supplier Workplace Standards and Guidance Document (SWSGD) clearly prohibit any form of slave, forced, bonded, indentured or prison labor, and prohibits suppliers and third-party labor agencies from retaining employees' government-issued identification, passports or work permits as a condition of employment.	Webpage - Human Rights	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/human-rights.html#forcedLabor
Human rights defenders & civic space	We do not tolerate retaliation of any kind, including unlawful threats, intimidation, physical or legal attacks against anyone who reports an issue to McDonald's, including human rights defenders.	Webpage - Human Rights	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/human-rights.html#forcedLabor
Gender equality and women's empowerment	Harassment and discrimination: To do our part in preventing human rights violations across our System, we have set out several policies focused on preventing harassment and discrimination. This includes our Global Statement of Principles Against Discrimination, Harassment and Retaliation, as well as our People Brand Standards that are intended to ensure the safety and well-being of all workers and customers across our more than 40,000 restaurant locations. [Webpage - Human Rights]	Webpage - Human Rights	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/human-rights.html
	We recognize the critical importance of equal pay practices and how they influence the battle against workforce inequity. We also believe transparency is important when building trust with our people, living our values and holding ourselves accountable, which is why, in 2021, we publicly communicated our commitment to equal pay and to close pay gaps identified in annual equal pay analyses. [Webpage - Our Commitment to Inclusion]	Webpage - Our Commitment to Inclusion	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/commitment-to-inclusion.html
	Our employee business networks (EBNs) are employee-led, volunteer, business-focused groups for all employees and are designed to create a sense of belonging at the Company. [...] Global Women's Leadership Network (GWLN) [Webpage - Our Commitment to Inclusion]		

Indigenous Peoples	As part of our efforts to promote respect for human rights through our standards, we have specifically set policies and guidance to help address and protect populations that may be most vulnerable to human rights violations. This includes, among other groups, migrant workers, Indigenous Peoples, women, children, refugees and displaced populations... Indigenous Peoples: Through our Commitment on Forests and Natural Ecosystems (PDF – 126 KB) and its Supporting Addendum for Commitment on Forests (PDF – 491 KB), McDonald's sets out our vision for sourcing activities across all priority commodities and every sourcing region, covering both direct and indirect suppliers. Importantly, this commitment extends beyond forests to other areas of high conservation value, helping safeguard the people and communities globally who depend on these natural spaces. We expect our global suppliers to operate their businesses in a way that respects human rights and the rights of all affected communities – including Indigenous Peoples – that may be impacted by our supply chain.	Webpage - Human Rights	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/human-rights.html#forcedLabor
Natural resources			
Land rights	Respect for Indigenous peoples and local communities, including the right to Free, Prior and Informed Consent, for such things as plantation developments on land they own legally, communally or by custom Resolution of land rights disputes through a mutually-agreed dispute resolution process consistent with applicable law.	McDonald's Commitment on Forests and Natural Ecosystems	https://corporate.mcdonalds.com/content/dam/sites/corp/nfi/pdf/McDonaldsCommitmentOnForestsAndNaturalEcosystems.pdf
Free, Prior, and Informed Consent (FPIC)	See land rights		
Living wage			
Living wage, own operations	To attract and retain talent at all levels of the business, we provide competitive compensation commensurate with a Company employee's position. We evaluate competitive wage data and market trends to determine appropriate wage ranges and aim to comply with all applicable wage and hour laws.	Webpage - Human Rights	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/human-rights.html#andRights
Living wage in supply chain	McDonald's also holds suppliers accountable for creating positive working conditions through our Supplier Code of Conduct, which: ...Requires workers are to be paid lawful wages, including overtime, premium pay and equal pay for equal work without discrimination.	Webpage - Human Rights	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/human-rights.html#andRights
Human rights due diligence and supply chain			
Process for assessing human rights risks and impacts	To continue upholding our standards for respecting human rights, we look to better understand the human rights risk associated with the various commodities we source. In 2018, we engaged an external provider to conduct a Human Rights Impact Assessment (HRIA) at the farm level. The assessment enabled us to identify that, of all the commodities we source, palm oil, tea, coffee and timber present the greatest risk of exposure to human rights concerns, with occupational health and safety, migrant workers and decent working time identified as the most salient risks.	Webpage - Human Rights	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/human-rights.html#andRights
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence		

Affected stakeholder engagement	Stakeholder Engagement & Public Policy Against the backdrop of a continually changing external landscape, we engage with key stakeholder groups on environmental and social issues where we believe McDonald's can have the greatest impact. Our business environment and markets are constantly evolving, influenced by global trends and challenges that affect us all. With this in mind, we draw on the insights and expertise of key stakeholders regarding the areas where we believe we can have the biggest impact. The lasting relationships we've developed with experts from academia, nongovernmental organizations (NGOs), the investment community and others help us better understand and advance progress on a range of impact aspects.	Webpage - Stakeholder Engagement & Public Policy	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/impact-strategy-and-reporting/stakeholder-engagement-public-policy.html
Human rights requirements in supplier code/requirements	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 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. We expect our suppliers to conduct their activities in a manner that respects human rights as set out in these international standards and in any relevant legislation ruling on human rights. This Code has been developed with respect of these international standards and we expect our suppliers to also conduct their activities in a manner that respects human rights as set out in these international standards and in any relevant legislation, including but not limited to the European Regulation 2023/1115 on deforestation free products, which requires that certain categories of products are deforestation free and produced in compliance with the legislation of the country of production and the human rights protected under international law	Supplier Code of Conduct	https://corporate.mcdonalds.com/content/dam/sites/corp/nfl/pdf/Supplier_Code_of_Conduct.pdf

Access to remedy

Grievance mechanism for own employees	McDonald's primary grievance mechanism is the Business Integrity Line, a global channel with extensive language and anonymous reporting capabilities that can be used by Company employees, employees of business partners (such as suppliers or Franchisees), customers and community members. Regardless of who uses the Business Integrity Line to raise a complaint, all complaints received are reviewed, and complainants are protected from retaliation by our Standards of Business Conduct and Global Statement of Principles Against Discrimination, Harassment and Retaliation. We do not tolerate retaliation of any kind, including unlawful threats, intimidation, physical or legal attacks against anyone who reports an issue to McDonald's, including human rights defenders. [Webpage - Human Rights] [The Business Integrity Line webpage also refers specific groups to preferred sites for complaints:] U.S. Customers should submit their concerns here or contact the Customer Care hotline at 1-800-244-6227. International Customers should visit the directory of international McDonald's. Contact information can be found at the bottom of each site. U.S. Franchisee Restaurant Employees should click here or call 1-844-875-9774. [Webpage - EthicsPoint]	Webpage - Human Rights Webpage - Ethics Point, McDonald's Corporation	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/human-rights.html https://secure.ethicspoint.com/domain/media/en/gui/54669/index.html
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Grievance mechanism for workers - supply chain	See above. Suppliers shall create internal programs for handling reports of workplace grievances, including anonymous reports. Grievance mechanisms, including reporting and response management procedures, are expected to be gender-sensitive, confidential, and accessible. Workers must be informed of grievance mechanisms, including McDonald's reporting hotlines. Workers must be able to report potential or actual concerns without fear of retribution or retaliation. All concerns and complaints are expected to be addressed in a timely and appropriate manner.	Supplier Code of Conduct	https://corporate.mcdonalds.com/content/dam/sites/corp/nfl/pdf/Supplier_Code_of_Conduct.pdf
Grievance mechanism for external individuals & communities	See above		
Governance and staffing			
Board and/or C-Suite-level oversight	The Human Rights Working Group and executive sponsors report to the CEO on human rights risks and share relevant updates to the Board Committees. The Corporate Responsibility Committee assists the Board of Directors in fulfilling its oversight responsibility through monitoring Company culture, human rights management (including workplace health and safety) and inclusion. The Corporate Responsibility Committee Charter (PDF – 100 KB) outlines the Committee's principal responsibilities, including reviewing and monitoring the Company's strategies and efforts to address human rights. As part of this remit, senior management and relevant Board Committees are kept informed of human rights-related assessments, findings and intended disclosures including the identification and management of human rights focus areas.	Webpage - Human Rights	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/human-rights.html#landRights
Senior level responsibility for human rights	Global People and Global Supply Chain functions are responsible for McDonald's day-to-day human rights performance. Human rights professionals in the Sustainability & Social Impact team within the Global Impact function play a key coordinating role and manage a cross-functional Human Rights Working Group that meets quarterly, as well as on an ad hoc basis as needed. McDonald's internal Human Rights Working Group is a cross-functional team comprising team members from Supply Chain, Compliance, Franchising, Legal, Marketing, Operations, People, Public Policy, Safety, Security, Sustainability & Social Impact, with responsibility for informing, implementing and championing our approach to human rights. The executive sponsors of the Human Rights Working Group are our Global Chief Impact Officer, Global Chief People Officer, Global Chief Supply Chain Officer and Global Chief Legal Officer. The CEO and Senior Leadership team have oversight of human rights policies, commitments and management, as well as of Enterprise Risk Management, which may include specific human rights issues. The Board Committees have oversight of human capital management, including human rights.	Webpage - Human Rights	https://corporate.mcdonalds.com/corpmcd/our-purpose-and-impact/jobs-inclusion-and-empowerment/human-rights.html#landRights
Reporting and transparency			
Human rights reporting (integrated or stand-alone)	Included in impact report	McDonald's Corporation Purpose & Impact Report 2024-2025	https://corporate.mcdonalds.com/content/dam/sites/corp/nfl/pdf/McDonalds_PurposeImpact_ProgressReport_2024_2025.pdf

Memberships			
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/
RSPO	Yes	RSPO	https://rspo.org/search-members/
WEPs (signatory)	Yes	WEPs	https://www.weps.org/companies
Lobbying and ethics			
Public statement or endorsement in support of mandatory human rights and environmental due diligence	McDonald's UK & Ireland: Signatory to letter to The Rt Hon George Eustice MP Secretary of State for Environment, Food and Rural Affairs on: Role of due diligence requirements in addressing global deforestation	Letter	https://www.business-humanrights.org/en/latest-news/letter-role-of-due-diligence-requirements-in-addressing-global-deforestation/
Anti-bribery and anti-corruption policy	In addition, McDonald's and its employees in all countries must comply with the U.S. Foreign Corrupt Practices Act (FCPA). To ensure compliance, McDonald's has adopted a Global Anti-Corruption Policy, which contains guidance for employees on all applicable anti-bribery laws, including the FCPA.	Webpage - Governance Resources	https://corporate.mcdonalds.com/corpmcd/investors/corporate-governance/governance-resources.html#codesConduct
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