



McCORMICK

# CHARITABLE CONTRIBUTIONS

A TRADITION OF COMMUNITY COMMITMENT

## COMPANY PHILOSOPHY

McCormick & Company, Incorporated, its subsidiaries and employees, have a long tradition of community commitment. The founder of the Company, Willoughby McCormick, joined with four other Baltimore business leaders in the 1920s to form the charitable organization that became the United Way of Central Maryland. In 1941, C.P. McCormick, then President and Chairman of the Board, introduced Charity Day. Commonly called "C-Day," one day each year employees work and donate their pay to local charities. Their contribution is matched by a dollar for dollar contribution by the

Company. McCormick's commitment to charitable giving starts at the highest levels of management and is multiplied throughout the entire employee population. As a worldwide leader in the food industry, we are sensitive to the issues facing the world at large, our nation, and the local communities where we live and work. By continuing to improve our financial and marketing successes, McCormick can play an increasingly important partnership role in addressing the challenges we face at home and around the world.

## SOCIAL COMMITMENT

Every year, McCormick and its employees donate money, products, and many hours of service to a wide range of civic, educational, cultural, community, and health care organizations. As a public corporation, the Company recognizes its social responsibility to corporate citizenship and to support worthy charitable causes.

McCormick demonstrates its social responsibilities in several ways. First, the Company supports many well-defined, ongoing charitable programs. This includes product donations to food banks. Second, the Company reviews and approves numerous requests from a broad spectrum of the arts as well as civic and health and welfare programs. Third, our employees add another dimension to community well-being by serving in leadership positions and volunteering many hours of support where needed.

The Company's primary areas of support are education, health, human services, and children's programs.

The Company's giving programs include:

- Employee College Scholarships
- Employee Educational Matching Gifts
- Charity Day
- Unsung Heroes Scholarships
- Employee Cultural Matching Gifts
- Approved Payroll Deductions

For further details, contact Corporate Human Relations or Corporate Communications at 410-771-7301.

## APPLICATION GUIDELINES

*"The McCormick & Company Fund" has been established to hold donations from the Company and its employees. It is the responsibility of the Charitable Donations Committee (CDC) to make recommendations for donating directly from the Company. The members of the Committee are appointed by the Corporate Board of Directors and are authorized to make donations in accordance with corporate policy and guidelines. In order to receive consideration from this Committee, an organization must be (1) non-profit, (2) organized and operated exclusively for charitable, scientific, literary, educational, and other humanitarian purposes, (3) supported in whole or in part by charity and (4) have tax exempt Sec. 501(c)(3) or Sec. 501(c)(4) status from the IRS.*

### Organizations given priority consideration by the CDC:

- Support food-related causes.
- Exist in communities where McCormick employees live and work.
- Have McCormick representation on their respective Boards of Directors.
- Highlight children's programs.

**Additionally, the Company may participate in major building fund campaigns in our communities for hospitals, colleges, and museums.**

*The Company receives far more requests than it has monies to dispense. To ensure that the donations are used in accordance with corporate policies, McCormick does not donate to:*

- Individuals
- Fraternal, veteran, or labor organizations
- Religious and sectarian organizations
- Political or lobbying organizations
- Elementary and secondary schools
- Travel funds
- Promotional activities
- Organizations that might in any way pose a conflict with the Company's goals, products or employees

## HOW TO APPLY

Requesting organizations should address their specific request in writing to:

The Charitable Donations Committee  
McCormick & Company, Inc.  
18 Loveton Circle  
Sparks MD 21152-6000 USA

The Committee meets regularly to review all requests. A written response is made for each Company decision. McCormick will only consider one contribution request per year.

All charitable requests must be addressed to the Chairman of the Corporate Charitable Donations Committee (CDC) and must contain the following:

1. A one-page written summary statement which includes:

- The amount requested and funding periods
- Any key deadline dates

- The organization's program/project needs
- The organization's goals and objectives
- A mission statement of the organization or project
- The program/project fit with McCormick's business operations

2. The organization's name, address, telephone number, and the name of a contact person familiar with the proposal.
3. Current operating budget; program/project budget, if applicable; sources of financial support; amounts committed or pending; and a statement of administrative, fundraising, and general expenses.
4. Recent audited financial statements if available and the organization's most recent annual report.
5. A copy of the organization's certificate from the Internal Revenue Service as a Sec. 501(c)(3) or Sec. 501(c)(4) organization.
6. A list of officers and board members and their affiliations.

A personal interview with an official of the organization may be required by one or more members of the CDC as a condition of making a contribution. If the request is made by a person in an outlying location, the interview can be accomplished by local management or by telephone.

At McCormick, we encourage good citizenship and responsiveness to the civic, cultural, health, and educational needs of the communities in which we operate. We are committed to our role as corporate citizens to support, to the greatest degree possible, those community organizations which provide services to our employees.