

Power of People™

McCormick has created an extraordinary work environment based on a culture of respect, inclusion and collaboration.

We encourage professional development at all levels. For nearly 80 years, our Multiple Management philosophy has helped develop the next generation of McCormick leaders. Each of our 17 Multiple Management Boards allows its members to make meaningful contributions to the business while developing their own career skills. We

are strengthening this foundation with cultural initiatives like our global high performance organization and the 2011 formation of our employee-led Americas Regional Diversity & Inclusion Council, which extends our diversity and inclusion efforts begun more than 10 years ago.

In 2009, we launched our Comprehensive Continuous Improvement program...CCI...to improve productivity and lower costs in operations around the world. Through 2011, we have achieved \$156 million in cost savings.

PASSION POINT

Helping our communities

We have a strong sense of values which includes giving back to the communities where we operate. These employees took time out from a Multiple Management Board meeting to help at a local food bank.



Guangzhou, China: Winners of the monthly CCI award, which is given to one of the plant teams whose significant improvement idea has been implemented.



Littleborough, UK: Employee teams delivered process reliability and quality improvements using a standard global process.





Hunt Valley, U.S.: Manufacturing and engineering teams completed extensive testing to implement new packaging that will reduce cost and material usage.



U.S. and Canada: Joint teams reduced transportation costs by restructuring our transportation network.



South Bend, U.S.: Continuous improvement teams contributed to productivity gains resulting in a leading process reliability score.



Monteux, France: Our manufacturing team improved process reliability on eight jar lines, contributing to CCI success.

