



Mr. Chris Kempczinski
McDonald's Corporation
110 North Carpenter Street
One McDonald's Plaza
Chicago, IL 60607
USA

By email :
Christopher.Kempczinski@us.mcd.com

Brussels, June 06, 2023

Subject: Meeting request / systemic sexual harassment

Dear Mr. Kempczinski,

We are contacting you in our capacities of Members of the European Parliament.

Growing inequalities, the coronavirus pandemic, war, climate change, the energy and cost of living crisis stress once more the need for more sustainable, accountable and employee centered corporate governance. Business can no longer be driven by short term profits for a few at the expense of the many, and must secure the rights and dignity of employees as well as long term value for the whole of society. In this increasingly fast-moving world, more and more companies and investors are embracing this paradigmatic shift that will help them stay competitive, relevant to citizens and consumers and protect their reputation.

In this context, it is very disappointing that McDonald's, as one of the largest employers in the world, does not aim to set an example and continues to be satisfied with slick public relations and hiding behind its franchise network in order to avoid liability for any human rights violations.

More specifically, we are following up on Member of the European Parliament Maria Noichl's (S&D, Germany) letter of June 1st 2021, in which she alerted you about reports of systemic sexual harassment within your company, including in Europe.

In spite of MEP Noichl's mail exchanges with Mrs. Genna Gent, your Vice President for Global Government Relations and Public Policy, from October 2021 to September 2022, she never received any concrete answer to her requests for clarification of McDonald's actual response to the problem of sexual harassment in its workplaces.

We organized on September 7, 2022, a hearing at the European Parliament to listen to McDonalds workers who are survivors of sexual harassment and assault, and end the situation of silence.

Four survivors testified before us in the presence of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), the European Federation of Food, Agriculture, and Tourism Trade Unions (EFFAT), the European Trade Union Confederation (ETUC) and the European Women's Lobby. Our honourable colleagues, US Representative Jan Schakowsky (D-IL) and Brazilian Senator Paulo Paim (PT-RS) participated remotely and shared our concerns.

We were struck by the extreme violence of the survivors' testimonies, whether in Europe, Brazil, or in the USA.

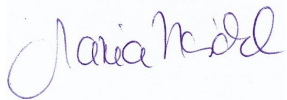
After almost two years of exchange with your leadership, and a global hearing with the survivors, not to mention the more than 100 federal complaints in the US, it is clear to us that the situation is far from being solved and there is no serious attempt to do so.

It's time for McDonald's to act and:

- Negotiate with workers and their unions about the design, implementation and enforcement of its anti-harassment policy (the "Policy"). Experts such as NGOs specialized in the fight against gender-based violence in the workplace (GBVW) should also be fully involved.
- Be transparent on its anti-harassment policy (the "Policy"), including specific measures implemented and retroplanning;
- Disclose the Global Brand Standards, that are not publicly available unlike McDonald's broad and vague Global Statements;
- Involve the victims and their unions in the development and implementation of the Policy,
- Implement the Policy in all stores operating under the brand, whether located in "wholly- owned markets" or not, whether "corporate stores " or franchises.

We hereby request that you meet with us personally in presence of the IUF and provide us with the information we have been requested for more than one year. We are ready to travel to Chicago for this purpose.

We thank you for your prompt response.



Maria Noichl (S&D, Germany),
Member of the European Parliament
ASP12G108
Rue Wiertz 60
1048 Brussels
maria.noichl@europarl.europa.eu



Manon Aubry (The Left, France),
Member of the European Parliament
Co-chair of The Left group
ASP07H357
Rue Wiertz 60
1048 Brussels
manon.aubry@europarl.europa.eu

C.C. Mrs. Genna Gent, Vice President for Global Government Relations and Public Policy