



At McDonald's we aspire to be the best place for women to work, the best place for women to own and operate a franchise and the best supply chain for women owned businesses.

That aspiration is the vision and promise of our global diversity and inclusion strategy, "BETTER TOGETHER: Global Gender Balance & Diversity".

REPRESENTATION

Aim for representation of women at every level in the business that is equal to - or better than - the representation of women in the external workforce.

RECOGNITION

Celebrate the voices and impact of women in the business and report on progress globally.

RISING

Enhance equality in career advancement for women and men.

REACH

Achieve progress on a global scale by encouraging franchisees and suppliers to deliver strategies that drive gender balance and improve diversity, with the goal of reaching millions of women worldwide.

Equality is at the very heart of McDonald's Values.

We're committed to our people and we believe that individuals with diverse backgrounds and experiences, working together in an environment that fosters respect, are essential to the continued success of McDonald's. Every day we acknowledge and honor extraordinary women everywhere. Through our Better Together Global Gender Balance and Diversity strategy, we are continuing on our journey to create an environment where the full diversity of women feel recognized, represented and championed.

Equality is essential for individuals, businesses, and communities to thrive; and a truly gender equal world, will be healthier, wealthier, and more harmonious. We know that when we level the playing field, women are inspired to become the people that our business needs to succeed. And by supporting ambitious men and women at every level of our business, we're creating the visionary business leaders we need for the future.



I am proud McDonald's is sponsoring the 2020 AWESOME Symposium. As a long-time AWESOME member, I am always inspired by the wisdom and insight shared by speakers that AWESOME brings to its members. Connecting with each other for support and to share ideas and best practices is more important than ever as we navigate unprecedented times.

In McDonald's Supply Chain we have achieved our goal of gender balance (defined as 40% - 60%, men/women) at every level. Now, we're focused on 'inspiring and leading the transformation' to ensure that gender balance is cemented in the fabric of our business.

McDonald's celebrates diversity with many inclusion networks. The Global Women's Leadership Network (GWLN) has a mission to recognize and raise awareness of the significant contributions that women are making to McDonald's worldwide; and advance and facilitate a culture where women have the most opportunity to succeed and grow. As the Global Sponsor of this network, my primary purpose is to engage my peers around the world and influence decisions that help drive success for women at McDonald's and ultimately - the business.



As a McDonald's leader, I'm pleased that our company has provided a rich experience and development opportunities for women, letting us shine, lifting us up and giving the opportunity to have a seat at the table.

Francesca DeBiase
EVP, Chief Supply Chain and Sustainability Officer

W | **#BetterTogether**

www.bit.ly/mcdbettertogether