



Business and Trade Committee

House of Commons, London SW1A 0AA

020 7219 4494 - Commonsbtc@parliament.uk - www.parliament.uk/CommonsBTC - @CommonsBTC

Cath Denholm
Acting Chief Executive, Equality and Human Rights Commission
[by e-mail]

16 November 2023

Dear Ms Denholm

The Business and Trade Committee scrutinised McDonald's Restaurants Limited in an oral evidence session on 14 November 2023 to examine abuse at its franchised restaurants. I remain extremely concerned about the welfare of workers at McDonald's. I am writing to you today to clarify several points raised at that session.

The February 2023 legal agreement between McDonald's and the EHRC was discussed at the oral evidence session. **Will the EHRC share the full content of that agreement with the Business and Trade Committee?** The Committee would like to examine that agreement and to publish it under parliamentary privilege to facilitate public scrutiny of the commitments that McDonald's has undertaken to identify, enforce and prevent abuse in its restaurants.

Can you also provide the Committee with statistics on the information gathered by the EHRC following the agreement, setting out:

- a) how many contacts from former and current McDonald's employees the EHRC has received since opening its hotline;
- b) how many of those contacts have been followed up; and
- c) what actions resulted from any cases that were followed up, such as referral to other authorities and internal disciplinary actions at McDonald's.

I would also like to know whether the EHRC is satisfied by McDonald's ongoing compliance with this agreement. The BBC has reported that the EHRC is "concerned" about ongoing allegations of abuse and is considering a "number of options" with respect to its legal agreement with McDonald's. Can you explain what those options are, and what steps the EHRC believes that McDonald's must take in order to protect workers at its restaurants against abuse?

Lastly, can you set out the timeline of events, including (a) when the EHRC became aware of the problem at McDonald's restaurants, (b) when it concluded that an intervention was required and (c) McDonald's response to the EHRC's involvement.

Please note that the Committee intends to publish both your reply to this letter and your agreement with McDonald's on its website under parliamentary privilege.

This matter is urgent, so I expect a reply to this letter by 1 December at the latest to facilitate the Committee's scrutiny work.

Kind regards