



Contributions Policy

XIII-26. Contributions

Objective: To provide financial support to established 501(c)(3) (or international equivalent) charitable organizations with minimal administrative overhead. Our focus areas are: family, health and human services, education and youth programs where our employees work and live. Funding for capital improvement projects will not be at the expense of programs in our focus areas.

Secondarily, the Corporation will support organizations where employees contribute their time and money. Greif will match employee contributions to 501(c)(3) organizations and bona fide educational institutions up to \$500 per employee, with a total maximum corporate match per year of \$20,000.

Budget

The Corporation will budget up to 1.6 percent of pre-tax income annually for approved contributions. Monies not spent will not accrue to the next year's budget.

Decision-making body

The Contributions Committee will comprise a representative from each of Greif's business segments. The Communications Vice President will chair the Committee. Decisions will be made by majority vote.

Funding decisions

To the extent practical, the Corporation desires to have contribution recommendations made at the local level, which will be approved or denied by the Contributions Committee. This practice will help ensure that funds are used in the focus areas and for the benefit intended.

Policy

At the beginning of the fiscal year, local managers are to submit a budget of anticipated contributions to the Contributions Committee. The Contributions Committee, located at Greif's corporate headquarters and chaired by the Communications Director, will review and send an approved list back to the local facility. The list must be approved prior to making any commitment for contribution. Interim requests will be considered as the budget allows.

The Committee is responsible to ensure that supported organizations and programs fall within the contribution policy and guidelines.



Contributions Guidelines

Greif's mission is to be the best packaging company in the world, working in true partnership with our customers, our suppliers, and among ourselves. To help accomplish this mission, Greif is committed to being a conscientious global citizen and a responsive community neighbor in those areas where our employees live and work.

Areas of focus

Our focus is on programs and organizations addressing needs in communities where Greif has a physical presence. These focus areas are:

- Family,
- Health and human services,
- Education, and
- Youth.

Funding for capital improvement projects and endowments are a low priority.

Types of contributions

Cash, product or in-kind donations, including salvage and surplus items

Eligibility

Greif makes corporate contributions to tax-exempt not-for-profit organizations as defined by Section 501(c)(3) of the United States Internal Revenue Service Code, and to non-profit organizations outside the U.S. that would be considered tax-exempt under equivalent guidelines. Greif facilities outside the U.S. support programs relevant to their respective manufacturing, employee or community interests.

Restrictions

The Contributions program **does not support:**

- Non - 501(c)(3) organizations, unless the organization is from outside the United States and would otherwise qualify for such designation
- Individuals, including requests for awards, sponsorships, or any form of personal financial assistance
- Conferences, seminars, trips, tours or similar group or individual activities
- Religious programs
- Political activity of any kind
- Veterans or labor organizations, or fraternal, athletic and social clubs or programs
- Individual member agencies of the United Way or United Fund
- Organizations that charge fees or dues
- Athletic foundations, including those supporting university, college, semi- or professional sports teams
- One-time, annual or multiple advertising placements or direct-mail campaigns

- Publications or video, film, or television productions
- Causes and organizations outside the communities in which we operate
- Organizations that discriminate based on the basis of race, color, creed, gender or national origin

Applying for a contribution

Greif does not have a formal application form. To be considered, please submit a proposal accompanied by a cover letter that states the legal name and mission of the organization, the amount requested, the general purpose of the funds and the focus area of the proposal. Also please note if your organization receives funds from the United Way, the United Fund or regional equivalent. A copy of the organization's letter from the Internal Revenue Service indicating its tax-exempt 501(c)(3) status should be included.

Send contributions requests to:

Vice President, Communications
Greif, Inc.
425 Winter Road
Delaware, Ohio 43015