



Herman Miller Cares Foundation and Global Corporate Giving Guidelines

At Herman Miller, we solve problems like designers. Our philosophy of design-driven problem solving that led us to create the Aeron Chair is the same one at play when we solve problems for our people, our planet, and our communities. Design is our roadmap for taking less, creating more, and using our influence as a force for good. Through our charitable giving efforts, giving back has allowed us to inspire thousands of employees and communities worldwide. Our corporate giving is designed and led entirely by employees of Herman Miller, helping us inspire the next generation to become stewards of humanity in our communities. We strive to expand on that foundation by leveraging our relationships with clients, suppliers, and collaborators to elevate our impact exponentially.

Every day, we are inspired by the power of people, the pull of purpose and the potential that exists in all of us to create a better world. Our commitment to humanity dates to company founder, D.J. De Pree, and continues to be reinforced today. Each year, we invest a portion of our net income into Herman Miller communities around the world. Our philanthropy is managed through our corporate foundation and global giving program, Herman Miller Cares.

The Ripple Effect

Keeping everyone informed and engaged leads to the most important feature of our program – people power. We have the ability to inspire over 8,000 employees and hundreds of communities worldwide. Each of our employees influence and inspire others, creating a ripple effect that becomes an abundant force for good in the world.



“By devoting our time, talent, and resources to the communities that touch our operations across the globe, we believe we can create a ripple effect that becomes a force for good around the world.”

Andi Owen
President and Chief Executive Officer
Herman Miller, Inc.

Our Request Guidelines

Due to the significant number of funding requests Herman Miller Cares receives, these guidelines are meant to help nonprofit organizations and international charities understand our charitable priorities and decision-making criteria. When a grant request is not funded, it does not imply that the program or organization is not vital or valued. We are inspired by the many caring individuals and organizations around the world and encourage all applicants to continue serving their communities.

We Focus Our Giving on Three Areas

Inspire Future Designers:

Designers by nature are problem solvers. We believe in developing problem solvers of the future. We invest in partnerships, programs, and initiatives giving diverse and underrepresented young people access, education, nurturing, and/or mentorship in design-oriented pursuits.



Preserve Planet Earth:

We believe in preserving and protecting the Earth's resources for future generations. Through partnerships and philanthropy, we engage in initiatives that align and support our corporate sustainability goals worldwide.



Strengthen Community:

We believe in creating more just, equitable, and inclusive communities around the globe. We invest in philanthropic support, where collaboration, employee engagement, and our corporate values connect to empower the vulnerable and underrepresented.



General Grant-Making Criteria

- Proof of registered 501c3 status, UK registered charity status, or other recognized international charity status
- Official registration documentation
- Published non-discrimination policy consistent with our values
- Clear alignment to one or more of our three giving areas
- Documentation of employees and involvement including, but not limited to employee involvement from the companies that make up the Herman Miller family of brands: Herman Miller, Geiger, Nemschoff, Design Within Reach, Maharam, Colebrook Bosson Saunders, naughtone, HAY, or Maars Living Walls, dealers, A+D firms, customers, and/or suppliers
- Local, national, or global partnerships and collaborative efforts with other organizations
- Geographic reach and scalability of the proposed program to leverage requested grant funding and overall impact globally
- Proof of five-year financial stability with a percentage breakdown of major revenue sources and expense categories, and access to an updated financial audit as requested

We Value Community Engagement and Collaboration

The The Herman Miller family of brands along with our dealers, A+D firms, customers and suppliers are a very special group of people who come together to give their time, talent, and resources to many worthwhile causes. Collaboration makes us stronger and yields greater community impact. *We give special consideration to grant requests from organizations that document involvement of multiple Herman Miller employees and demonstrate leadership in community-based collaborations around their requested grant.*

Funding Limitations

All requests that meet our general grant-making criteria are then evaluated based on the requested dollar amount. All requests go through an extensive approval process; however, any request over \$1K will require additional time to evaluate based on available funds and pending requests. It is important to Herman Miller Cares that we distribute grants to as many worthy causes as possible around the globe. This significantly influences the size of our grants, and a request considered excessive for our budget may be denied based on this premise. We encourage organizations to provide all required financials and carefully consider the dollar amount requested in each grant application; understanding we may be forced to deny grant requests because of budget capacity.

Generally Ineligible Requests

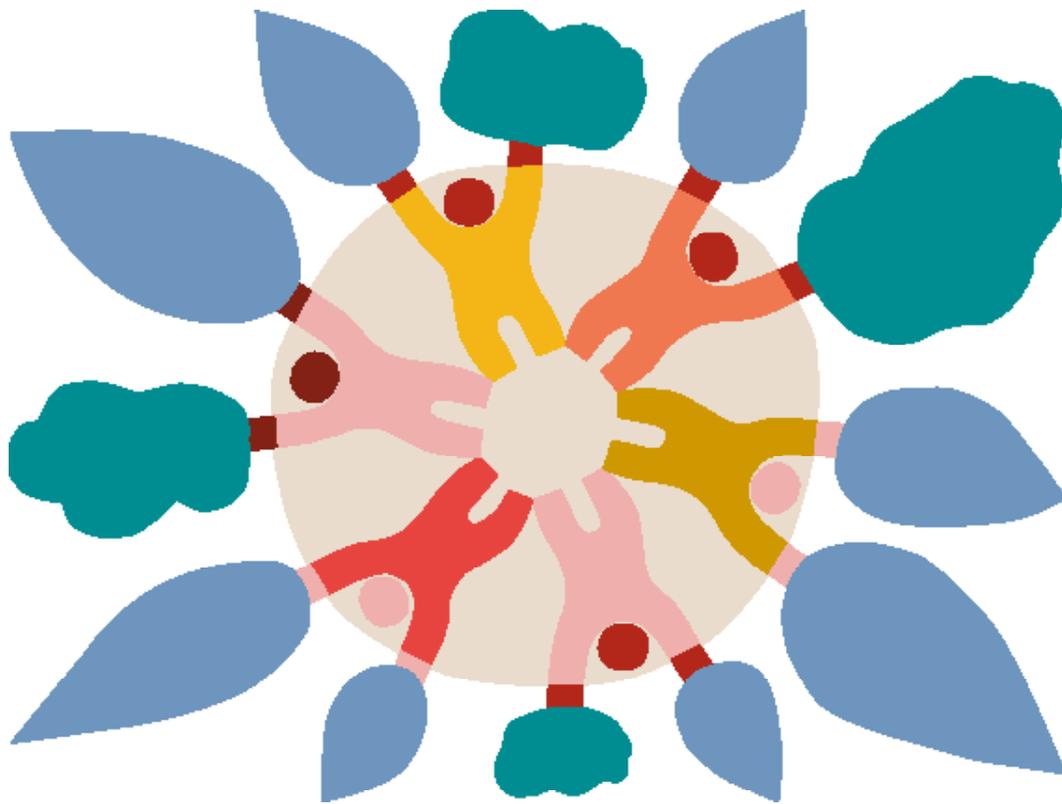
- Grant requests that position us as the sole funder of any organization or initiative
- Grant requests that represent more than 20% of a recipient organization's project/program budget for which grant is requested
- Multiple grant requests from the same organization within the same fiscal year
- Grant requests for political candidates, causes, or lobbying
- Grant requests benefiting one or very few individuals
- Grant requests for individual churches, temples, mosques, etc.
- Grant requests for research organizations
- Grant requests for capital campaigns
- Grant requests for public schools including Parent-Teacher Associations/Organizations (PTAs/PTOs) and Athletic/Band Boosters
- Grant requests for multi-year commitments



Herman Miller Cares does not award grants to organizations that advocate, support, or practice activities inconsistent with any Herman Miller value and/or corporate policy, including any form of discrimination.

Herman Miller Cares reserves the right, in its sole discretion, to change, suspend, revoke, or terminate its charitable giving at any time, without advanced notice, and to make the final determination of the eligibility of all organizations.

After carefully reviewing this information, if you believe your organization may qualify for consideration, please email us hermanmillercares@hermanmiller.com to request our online application.



Creating a better world.

hermanmillercares@hermanmiller.com

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