



Herman Miller Cares Foundation and Global Corporate Giving Guidelines

Giving is deeply rooted in our history and grounded in the belief that we all exist for a much higher purpose. Our corporate giving is not done for recognition or commercial gain, but because we believe it is the right thing to do. 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.

How We Demonstrate Our Humanity

At Herman Miller, we show our humanity by providing jobs for our people. We invest in their well-being. We offer the support needed to help them grow and succeed. And by being good stewards of the Earth's resources, we demonstrate our commitment to future generations.

Perhaps most important, we put great emphasis on giving back to create a better world. Every year, we invest a portion of our net income into our communities across the globe. Global giving is managed through our corporate foundation and giving program, Herman Miller Cares. Our work is uniquely employee-led, and teams of Herman Miller employees evaluate and make final giving decisions.

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.

The mission of Herman Miller Cares is to inspire the next generation to do great things by becoming civil citizens and stewards of humanity. Our vision is to harness the power of a global collective, become a force for good and create a better world.



“A business is rightly judged by its products and services but must also face scrutiny as to its humanity.”

D.J. De Pree
Founder of Herman Miller

Our Application Guidelines

Due to the overwhelming number of funding requests Herman Miller Cares receives, these guidelines are meant to help nonprofit organizations understand our charitable priorities and decision-making criteria. When a grant request is received that we are not able to fund, this does not imply the program or organization is not vital or valued. We are inspired by the many caring individuals and organizations throughout the world and hope to encourage all applicants to continue their work.

We Focus Our Giving on Five Areas

Health and Well-Being:

Align with our corporate Health and Well-Being programs to support physical and emotional needs affecting children, youth and families.



Education:

Forge partnerships and launch scalable talent development efforts that improve quality and accessibility of education for vulnerable youth worldwide.



Environmental Sustainability:

Align with our corporate commitments and inspire the next generation to manage the Earth's resources responsibly.



Design, Arts and Culture:

Build on our design legacy to strength the creative capacity of children, youth and communities worldwide.



Diversity, Equity and Inclusion:

Align with our corporate goals to make communities around the globe more inclusive.



General Grant-Making Criteria

- Proof of 501c3 status, UK registered charity status or other recognized international nonprofit status
- Published non-discrimination policy that is consistent with Herman Miller values
- Proof of three to five year financial stability, with a percentage breakdown of major revenue sources and expense categories, and access to an updated financial audit as required
- Requested grant amount that is reasonable for the program described, and able to be considered within our budget capacity
- Alignment with the mission of Herman Miller Cares and one or more of our five giving areas
- Ability to significantly impact children and youth living in vulnerable circumstances
- Broad-based evidence of community engagement including but not limited to Herman Miller and affiliate employees, dealers, A+D firms, customers and/or suppliers
- Potential to strengthen a community where Herman Miller and/or affiliate employees live, work and serve
- Potential for scalability of proposed program to leverage requested grant funding and overall impact globally
- Ability to connect with and strengthen the Herman Miller brand promise

We Value Community Engagement and Collaboration

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 impact 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 therefore encourage organizations to 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 amount that positions us as the sole funder of any organization or initiative
- Grant requests that represent 30% or more of a recipient organization's total revenue stream
- Grant requests to sponsor an event where there are direct and/or tangible benefits to Herman Miller and/or affiliate employees
- Multiple grant requests from the same organization within the same fiscal year
- Grants for political candidates, causes or lobbying
- Grant requests benefiting one or very few individuals
- Grant requests from individual churches
- Grant requests from research organizations
- Grants to Public schools including Parent Teacher Associations/Organizations (PTAs/PTOs) and Athletic/Band Boosters
- Grant requests for multi-year commitments



Herman Miller Cares will not support requests from 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 or program may qualify for consideration, please email us to request our online application.



Creating a better world.

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Revised January 2019