

LEVI STRAUSS FOUNDATION

GRANTMAKING GUIDELINES

Principles and Criteria

The Levi Strauss Foundation's grantmaking is guided by the following principles:

- Demonstrate leadership and courageous risk-taking in our philanthropy;
- Serve as a unique lever for pioneering change on the "issues and events of our time;"
- Reflect the values of the Levi Strauss legacy, with a particular emphasis on promoting gender equality and the rights of the most marginalized persons; and
- Seek authenticity and credibility on social justice and human rights issues and in communities
- Support organizations and projects that apply gender, racial, economic, and human rights or social justice lenses to their work.

The Foundation furthers its work to advance access to justice and opportunity through interrelated social change strategies, including:

- Supporting advocacy efforts to change laws and policies;
- Identifying and building thought and action leadership to bring innovative program models to scale and sustainability; and
- Cultivating effective communication to build moral and political consensus for change agenda.

The Levi Strauss Foundation does not accept unsolicited grant proposals, but works closely with partners across a wide variety of sectors to identify opportunities that will create the greatest impact. Strategic choices about target communities and selection of grantees are based on the following considerations:

- LS&Co. business presence (sourcing and/or marketing);
- Magnitude of community need in relation to Foundation giving areas;
- Opportunity to drive innovation and deep impact in Foundation giving areas; and
- Grantmaking history (ability to build on existing momentum).

The Foundation does not make grants to individuals, nor does it fund the following:

- Capital or endowment campaigns or building funds
- Recreational activities, sporting events or athletic associations
- Advertising
- Sectarian or religious activities Political campaigns or causes
- Organizations that do not comply with the Foundation's non-discrimination policy (see below)

Grants Policy

In all of their grant making and charitable contributions, the Levi Strauss Foundation and Levi Strauss & Co. seek to honor the public's trust by complying with the letter and spirit of applicable laws, adhering to exemplary ethical standards, treating those who seek and receive assistance in a fair and respectful manner and utilizing resources in a cost-effective way.

Although the Levi Strauss Foundation and Levi Strauss & Co. are organized and operated independently, they share the principles set forth in this policy and expect any recipient of their funds to likewise have a commitment to these principles.

For example, a church-sponsored youth camp attended only by church members would not be eligible for funding from the Foundation or the Company.

The Foundation and the Company support organizations that target individuals or groups who have been subject to economic, social, political or other forms of discrimination.

For example, a job training program that serves low-income women would be eligible because women are recognized as a group that has been subject to discrimination.

Any agency receiving funding must be a non-profit organization under Section 501(c)(3) of the Internal Revenue Code or the foreign public charity equivalent or qualify for expenditure responsibility or be a public entity, and have a Board or advisory group that is reflective of the population or community being served.

Non-Discrimination Policy

Neither the Foundation nor the Company will provide support to organizations which, in their constitution or practice, discriminate against a person or group on the basis of:

- age
- political affiliation
- race
- national origin
- ethnicity
- gender
- gender identity
- disability
- sexual orientation
- religious belief

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