

# LEVI STRAUSS FOUNDATION

## Grantmaking Guidelines

### Mission

The Levi Strauss Foundation advances the human rights and well-being of underserved people touched by our business by taking courageous risks, supporting innovative community partnerships and promoting the practice of good corporate citizenship.

### Grantmaking 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).

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## Grantmaking Focus Areas

The Levi Strauss Foundation supports non-governmental, community-focused organizations working in the following areas:

### HIV/AIDS

Since 1982, Levi Strauss & Co. and the Levi Strauss Foundation have been leading the business response to HIV/AIDS with a particular focus on addressing the needs of workers, improving the workplace environment and promoting the social change necessary to improve access to HIV/AIDS prevention, treatment and care. As our company continues to advance our efforts to reach our own employees and their families with much needed HIV/AIDS prevention, treatment and care, the Levi Strauss Foundation works to protect the human rights of people living with HIV/AIDS and create a supportive, enabling environment to ensure services are available and acceptable without stigma and discrimination.

Priority areas include:

- Addressing stigma and discrimination in laws, policies and social settings;
- Cultivating advocacy capacity of HIV/AIDS organizations and vulnerable groups; and
- Providing direct services (prevention, testing, treatment, care) for apparel workers.

### Asset Building

Asset building is a developing field seeking innovative solutions to intergenerational poverty. While most economic development approaches focus on income generation, asset building focuses on public policies and programs that help low-income working people save. The Foundation is committed to strengthening the field both in the United States and globally.

United States:

- Driving asset-based program innovations to scale; particularly those seeded in the San Francisco Bay Area;
- Advancing asset-based policy to promote savings, access to fair financial products and asset protection among low-income working people; and
- Influencing the asset building field to pay greater attention to disparities on the basis of race, ethnicity, immigration status and gender.

Global:

- Seed innovative approaches for low-income people to attain prosperity that can be modified and replicated among apparel workers; and
- Supporting financial literacy and access to financial products for apparel and textile workers.

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## **Worker Rights and Well-being**

The Levi Strauss Foundation supports the company's commitment to responsible sourcing by providing grants to innovative local, national and global non-profit organizations that advance the human rights and wellbeing of apparel workers in communities where our products are made. Through our grantmaking, which pays special attention to the needs of women in apparel factory settings, we aim to build the capacity of local organizations and governments to improve living and working conditions. Priorities include:

- Educating workers and factory management on labor rights and responsibilities;
- Improving the health of workers (including hygiene, reproductive health and HIV/AIDS);
- Providing asset building opportunities for workers; and
- Supporting factory-level dispute resolution mechanisms, legal aid and arbitration channels to enhance oversight of labor laws.

## **Social Justice and Human Rights**

The Foundation is committed to strengthening the social justice field in the United States and the human rights field globally by:

- Supporting leading global human rights organizations addressing issues that undergird the Levi Strauss Foundation's strategic work (e.g. gender equality, human rights defenders);
- Supporting disaster relief efforts with a focus on marginalized and discriminated populations; and
- "Pioneers in Justice," a five-year leadership initiative to support and invest in "next-generation" leaders in the San Francisco Bay Area that are primed to shape the next wave of social justice work (to learn more, please visit our website).

## **Organizations Outside of Foundation Guidelines**

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)

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## 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
- gender identity
- religious belief

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