

Charitable Contributions and Sponsorship Policy Rev. 1.0

Our mission is to provide the safest, healthiest, & most effective skincare products in a simple routine, deliberately sourcing ingredients & packaging through companies that practice environmental stewardship, offsetting carbon emissions associated with shipping raw materials and finished goods, and selectively using renewable ingredients/recyclable packaging.

We also seek to assure living wages are paid for all workers involved in product manufacture, from source to customer, selectively purchasing Fair Trade and Fair-For-Life ingredients where available. We also seek to expand the knowledge and awareness of skincare, holistic wellness, and the impact of consumerism in our customer base with an intention to support movement towards minimalism.

Rain Organica assumes a responsibility to support nonprofit community organizations by providing financial contributions, in-kind services, and volunteer support.

In keeping with our corporate mission, we aim to:

- promote environmental stewardship
- support sustainable methods of farming (both for food and skincare ingredients)
- support health, wellness, and joy among our customers and throughout our network of suppliers maintaining awareness of worker's health, safety, and living wages throughout our ingredients' life cycles

The Charitable Contributions and Sponsorship Policy ensures that all Rain Organica donations, sponsorships, company volunteer activities, and in-kind services are coordinated and aligned with our corporate responsibility strategy and business goals, maximize opportunity for corporate visibility, foster long-term business relationships, and are within our budget and resource limitations.

The following guidelines will be used in reviewing requests for charitable contributions and sponsorships and company volunteer initiatives:

1. Only 501(c)(3) nonprofit organizations and 501(c)(4) social welfare organizations will be considered for charitable contributions, sponsorships, or volunteer support. In-kind donations are not exclusive to these organizations, and all in-kind donations will be tracked separately to monitor and track corporate giving metrics.
2. All corporate charitable contributions, sponsorships, and in-kind services will promote our business goals, create positive visibility, and demonstrate environmental and/or social responsibility.
3. The major focus of our contributions will be on environmental stewardship, sustainability, and health and wellness (including mental health and wellness) and support of other corporate priorities.
4. Contributions will be targeted at 20% of company profits.
5. During years when the company is not profitable, contributions will be targeted at not less than 2% revenue.

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6. We will also consider requests to support other social, community, civic, educational, diversity, and economic endeavors when these support corporate business goals and meet contribution guidelines. These requests will be handled on a case-by-case basis.

Rain Organica will not support organizations that discriminate on the basis of age, sex, race, religion, national origin, sexual orientation, or disability with respect to employment, volunteer participation, or the provision of services.

Contributions will be made only to qualifying nonprofit agencies. Contributions will not be made to organizations conducting fundraising (third party giving) on behalf of nonprofit agencies. Requests from religious organizations for sectarian purposes will not be considered; however, community program(s) sponsored by a religious organization will be considered (e.g., food pantry).

Requests from all local, regional, and/or school-based sports teams will not be considered as part of this charitable contribution, however, these teams may be separately sponsored by Rain Organica.

Requests from individual elementary or secondary schools (public or private) will not be considered unless the request is for a program specifically designed to holistically address health and wellness (example, teaching Ayurvedic principles of diet and lifestyle, etc.). Financial requests by hospitals and assisted care facilities will not be considered unless the request is for a program specifically designed to holistically address health and wellness (example, teaching Ayurvedic principles of diet and lifestyle, etc.). Financial requests for capital campaigns will not be considered.

Requests that solicit financial support for individuals, political candidates, and political campaigns, or entities that are not nonprofit organizations, will not be considered.

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Document Change History

Version Number	Description	Justification
2.0	Revised giving statements to reflect B Corp Standards.	<p>Original statements created confusion in what the metrics are for Rain Organica's % donated to charity during profitable and non-profitable years.</p> <p>Statements were revised to ensure alignment with B Corp Standards.</p>
1.0	New document formally capturing Rain Organica's code of conduct and ethics policy	To establish governance documents for the company, specifically supporting Rain Organica's endeavor to align with B Corp standards.