



WESTROCK IN OUR COMMUNITIES

UNBOXING GOOD

Grants for Volunteers

OBJECTIVE

To encourage volunteer engagement in our communities and recognize the personal time employees provide to charitable organizations and public institutions.

EMPLOYEE ELIGIBILITY

All salaried and hourly full-time and part-time employees, and their spouse or domestic partner, including employees of joint ventures that are at least 50% owned by WestRock.

**Excluding team members based in China.*

Visit wrkgo.co/EmpCommunity to learn more or log volunteer hours.

ORGANIZATION ELIGIBILITY

- U.S. Based Team Members:
 - Tax-exempt, public charities classified as 501(c)(3) organizations by the IRS.
 - Public and eligible private education institutions.
 - Government entities such as volunteer fire & rescue squads and parks & recreation departments.
 - Faith-based organizations that provide nonsectarian community social service activities that serve the public regardless of religious belief.
- Non-U.S. Based Team Members:
 - Public charities that have been vetted by the Charities Aid Foundation.

GRANT INFORMATION

- Eligible employees, and their spouse or domestic partner, can earn \$10 per hour for their volunteer service with eligible organizations.
- Organizations must receive a minimum of 25 collective volunteer hours from eligible team members, and their spouse or domestic partner, to receive a grant.
- The maximum amount an individual organization may receive per year through multiple eligible volunteers is \$5,000.

VOLUNTEER SERVICE REQUIREMENTS

- Hours volunteered must be submitted within 45 days of the activity.
- Grants are based on a calendar year.

RESTRICTION

The Foundation's grant cannot be used to directly benefit any employee or their family members to meet any legally enforceable annual or multiple-year pledge obligation.