

Matching Gifts Program Guidelines/Non-Discrimination Policy

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How it Works:

- Make a donation to the charity of your choice.
- Request a matching gift by registering it on the website you are currently viewing (<http://www.givingprograms.com/monsanto>).
- The Matching Gift Center will validate your eligibility and verify your gift with the recipient organization.
- If all requirements have been met, you will be notified that a matching gift has been approved.

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Program Policy:

- Monsanto Fund will match dollar-for-dollar, donations of cash or securities, ranging from \$25 for a single gift to a total of \$5,000 made by a single employee in a calendar year. Gifts made in a calendar year must be registered by February 15 of the following year.
- Matches are paid quarterly (January, April, July and October).
- Gifts registered and verified by the recipient organization by the last business day of the quarter will be paid out in the next quarter.
- The Matching Gift Center must receive verification from the recipient organization of your donation within **120** days from the date requested or your gift will NOT be matched.

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Eligible Donors:

- US Regular employees of Monsanto Company or its wholly owned U.S. subsidiaries. International assignees, either from or to the U.S. are also eligible. Employees of new subsidiaries will be added to the Matching Gifts Program as soon as administratively feasible, and management of the subsidiary will be notified of eligibility.
- Members of the Board of Directors of Monsanto Company.

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Eligible Organizations:

Groups eligible for participation are not-for-profit institutions located in U.S. and recognized as tax-exempt public charities under Section 501(c) (3) of the Internal Revenue Code or governmental agencies exempt under Section 170(c)(1).

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Non-eligible Organizations:

- Any organization that discriminates against any individual by virtue of his or her race, color, religion, sex, age, national origin, disability, veteran status, gender identity, gender expression, sexual orientation (real or perceived), or any other characteristic protected by applicable federal or state law.
- Political, fraternal and veterans organizations
- Places of worship, institutions devoted solely to religious instruction and similar organizations
- Fraternities/sororities

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Non-Discrimination Policy:

For purposes of this Non-Discrimination Policy, any of the following is considered to be a “Protected Class”: race, color, religion, sex, age, national origin, disability, veteran status, gender identity, gender expression, sexual orientation (real or perceived), or any other characteristic protected by applicable United States federal or state law.

Any organization or program that receives funding from Monsanto Fund will:

- Recruit, hire, train, promote and provide conditions of employment and access to services without regard to a person’s membership in a Protected Class.
- Be free of any discriminatory conduct relating to a member of a Protected Class: and avoid exclusionary practices or harassment in employee relations, and in providing services or determining the populations it serves.
- Not in any way, implicit or explicit, promote, advocate or instigate an ideology or environment that pits groups of people against each other or uses threats, intimidation or violence to advance its causes.

- Provide confirmation/affirmation that the organization or the program for which funding is requested does have a non-discrimination policy consistent with that of Monsanto Fund.
- Provide a copy of the organization or program's non-discrimination policy upon request.

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Non-eligible Gifts:

- Payment for services, tuition, books or student fees
- Payments that cover the cost of ticket purchases
- Contributions to individuals or private foundations
- Contributions made jointly by several individuals or with funds provided by other individuals
- Unpaid pledges or dues
- Gifts that do not provide immediate and direct benefit to the organization
- Gifts to United Way chapters, however, individual member organizations are eligible.

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How to Request a Match:

Select Log In from the menu bar on the web site you are currently viewing (www.givingprograms.com/monsanto) and select Request a Match. If you have not yet established a User Name, select "First Time on this Site" to establish a User Name and Password.

For further assistance refer to the **FAQ** that appears on the left menu tab on each page of the site.

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Questions:

If you have any general questions about the program, contact the Matching Gift Center at:

Telephone: 1-855-574-1240

Fax: 1-772-283-2093

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Administrative Conditions:

Monsanto Fund reserves the right to interpret and administer the program, and may suspend, amend or discontinue the program at any time. Changes may affect multi-year pledges entered into before the changes were made. Therefore, participants should not rely on the program to help fulfill their obligations under multi-year pledges.

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