



Purpose: The purpose of the Foss Maritime Company Corporate Giving Program is to recognize our responsibility as a good corporate citizen in making contributions back to the communities in which we operate. The Foss corporate giving program is directed towards local agencies and non-profit organizations that provide needed services to those communities.

Oversight Responsibility: Foss supports local organizations through several means of contributions – corporate charitable contributions, volunteer activities, in-kind giving and matching gift contributions. A Corporate Giving Program Committee is the corporate agent through which funds, donations and services are approved. To more effectively process donation requests, all requests will be processed through an online application process administered by GIVINGtrax.com. Employees and charitable organizations can reach GIVINGtrax through <http://www.foss.com/about-us/corporate-giving>. Any requests received outside of the online application process may not be accepted. However, exceptions can be made in emergency situations with the approval of at least two-thirds committee members.

CHARITABLE CONTRIBUTIONS

Charitable Contributions are donations from Foss to nonprofit organizations with IRS 501(c)(3) status.

Cash Giving Target: The combined Saltchuk cash giving target is 1% of earnings before interest and taxes (EBIT) – ½ % through Regional Joint Giving Committees and ½ % through each Operating Company.

A Regional Joint Giving Committee will be established, one each for Alaska, Hawaii and Washington. Saltchuk will budget and allocate a fixed dollar amount to each Regional Joint Giving Committee at the start of each calendar year. The Committee will then have the authority and responsibility to build a giving strategy and will have the authority to commit the allocated funds. Regional gifts will prioritize 1) Post-Secondary Education, and 2) Youth Development. The Committee membership will consist of:

- The highest-level employee of each of the Operating Companies residing in that region;
- A Saltchuk designated representative; and
- One to three community non-employee representatives.

A Foss Corporate Giving Program Committee will be established to include employees of Foss Maritime Company and its subsidiary companies. Committee members will be responsible for program oversight of Foss' Corporate Giving Program. Committee members will meet quarterly to review proposals. The committee members will include:

- The CEO
- The Senior Vice President Harbor Services
- The Senior Vice President Liner Services

- The VP HR
- The CFO
- The Director of HR
- The Director of Commercial
- Foss Employee
- Others at the discretion of the CEO

Focus Area: The Foss Maritime Company, giving guidelines are structured around the following key areas of focus:

- **Arts:**
Foss recognizes the importance of arts and culture to the overall development and economic prosperity of our communities – creating jobs, attracting visitors, generating revenue for our communities. Our strategic focus is to provide access to cultural resources that broaden artistic excellence by partnering with major arts and culture organizations.
- **Community:**
In order to strengthen the communities in which Foss employees live and work, we support charitable organizations local to our regional offices and ports that make our communities more livable for all.
- **Education:**
Foss is committed to improving and expanding educational opportunities that teach skills to succeed in school and gain meaningful employment. We seek to align our core business values and initiatives which support literacy and education specifically within the Maritime industry.
- **Environment, Conservation and Animal Welfare:**
Foss is committed to protecting the environment both through its business practices and its philanthropy. We support programs that:
 - Protect air, land and water resources in the communities in which we operate
 - Preserve natural resources
 - Teach environmental stewardship to children and adults
 - Assisting animal welfare organizations that offer sanctuaries or other programs that protect and promote the welfare of animals.
- **Medical:**
Foss supports healthcare programs that focus on improving the physical and mental health and wellbeing of those most vulnerable in the community.

Foss also supports public health education programs, patient education programs, disease screening and early detection programs, and organizations whose primary mission is to advance the knowledge technology and quality of health care.

○ **Youth in Maritime:**

Foss supports programs that stimulate and sustain the interest of young people in the Maritime Industry.

Eligibility & Restrictions:

Foss awards contributions to organizations that have been approved by the IRS as 501(c)(3) charities and government institutions. We target our support to specific projects or programs that enhance the scope of services offered by an organization. Our contributions are seldom used to support administration operating costs or related capital campaigns.

Exclusions: In this program, Foss generally does not award grants to:

- Organizations that do not have a 501(c)(3) tax-exempt status
- Religious organizations unless the project benefits the community
- Organizations whose overhead budget exceeds 30%
- Endowments or debt-reducing campaigns
- Anti-business groups
- Team sponsorships, athletic sponsorships, fundraising competitions and golf tournaments
- Organizations that discriminate on the basis of race, color, sex, national origin, religion, creed, age, marital status, pregnancy, sexual orientation, gender expression or identity, military status or disability.

Criteria for Eligibility: Organizations that meet the funding priorities criteria above should apply online through GIVINGtrax, by following the online instructions for site registration and application submission.

IN-KIND GIVING

Operating companies are encouraged to provide in-kind giving. In-kind donations of equipment, facilities, technical resources and volunteers are made when possible. All requests for in-kind contributions will be evaluated based on Foss Maritime's availability of material resources and manpower.

VOLUNTEER ACTIVITIES

Foss has a long tradition of corporate and business citizenship. In fact, one of Foss' core values is dedicated to Community Service. Foss wants to encourage employees to participate in the Dollars for Doers Program. This benefits the communities, employees and the company. The Dollars for Doers program enables Foss to recognize the volunteer efforts of our employees with cash. When an employee volunteers with an eligible nonprofit for at least 15 hours, Foss will grant that organization \$250. Employees can apply for two grants per year.

MATCHING GIFT

Foss' Matching Gift Program brings the company and individual employees together in support of organizations our employees have strong relationships with. Under this program, Foss will match employee contributions to nonprofit institutions or organizations which meet our corporate giving guidelines.

Employee Eligibility: The Company will match contributions made by regular, full-time employees, who have been employed with the organization for a minimum of six months and are not on disciplinary or extended performance probation.

Eligible Recipients: Non-profits may be classified as educational, cultural, social services, environmental, health or disability-related. In the US these organizations would be based on Internal Revenue Service code 501(c)(3).

Maximum Contributions: The Company will match (dollar for dollar or a 1:1 ratio) contributions to a maximum of \$1,000 per employee per calendar year.

Matching Process: Foss uses GIVINGtrax to process matching gifts. Employees can contribute and apply for matching contributions two ways.

- Employees give to the charity of their choice online through GIVINGtrax.com.
- Employees either writes a check to a non-profit organization or contributes online directly to their charity. Employees must then request the match through GIVINGtax.

Foss reserves the right to approve or deny donation requests at our sole discretion.