



Recession-Proof Your CSR Program

Menu Dock

Our webinar is at your fingertips. Click on the icons to:

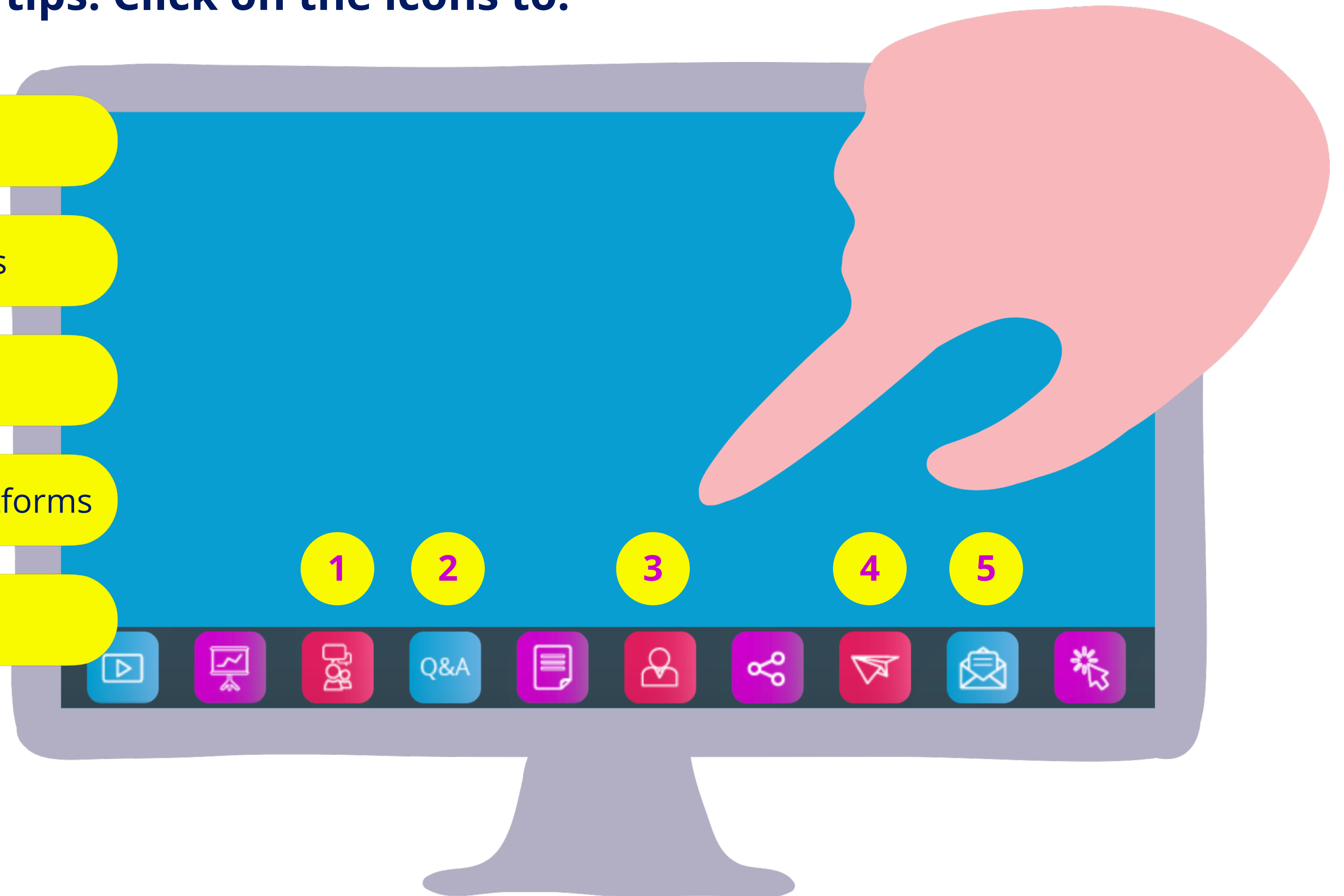
1. Chat with fellow webinar attendees

2. Ask our team and speakers questions

3. Find out who's speaking

4. Share the webinar on your social platforms

5. Email the Benevity team directly



And more!



During the Great Recession of 2007-2009, Americans became *more generous* to those in need

65%

of internal employees report they would like to work for organization with a strong social & environmental conscience





Megan Baker

Associate Manager, Social Impact
Stryker



Mark Daniels

Director, Global Mobility
Guidewire



Erica Graham Jordan

Area VP of Sales
Benevity

Our *Panelists*

Megan Baker, Associate Manager, Social Impact



Family and Friends



Top five strengths

- Harmony
- Empathy
- Activator
- Communication
- Developer

Three words that describe me

Dedicated
Adaptable
Adventurous

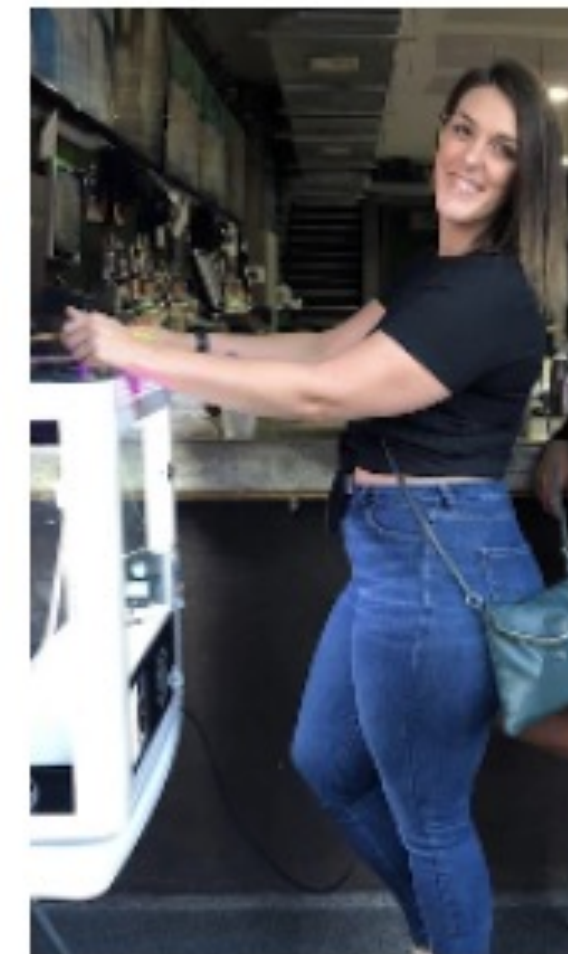
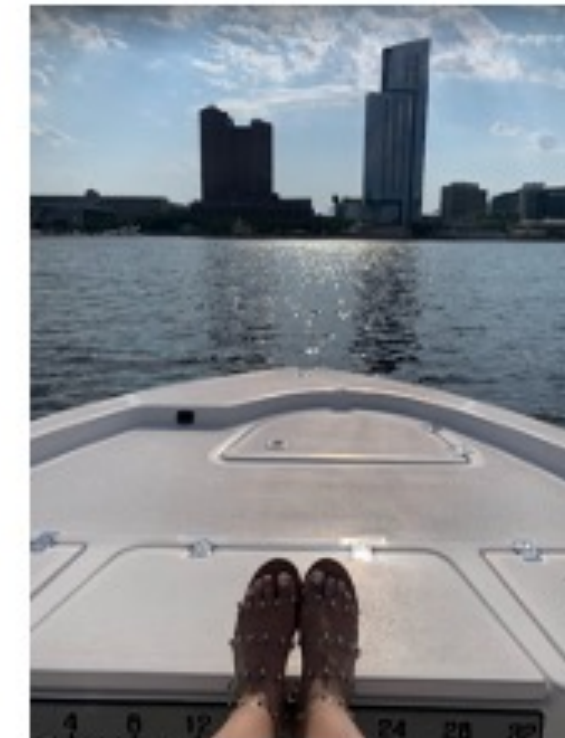
Favorite career highlights

- Rwanda Op Smile experience
- Launch of Impact



Fun and little-known things about me

- Love Baltimore, Go O's!
- Claw machine addict



Together with our customers around the world...

in **75+**
countries



served by
46K
employees



we impact more than
100M
patients annually



Our Corporate Responsibility framework



Corporate Responsibility objective

Creating a better, healthier world



Stronger people

We are committed to serving our communities and creating a healthy, diverse, equitable and inclusive workplace where employees thrive



Healthier planet

We are committed to reducing our environmental impact on the world through responsible, sustainable operations



Good business

We are committed to helping customers improve patient outcomes and growing responsibly by pursuing quality and integrity in everything we do

Our key commitments



Advance a culture of **inclusion, engagement and belonging**



Strengthen the diversity of our workforce and measure progress



Realize 20% reduction in **carbon emissions** for all facilities 2019-2024*

* Scopes 1 and 2



Become **Carbon neutral** for all Stryker facilities by 2030*

*Scopes 1 and 2



Increase supply chain **transparency and supplier diversity**



Establish formal **accountability to the Board of Directors** for Corporate Responsibility

Social impact

Our giving and volunteering strategy aims to **advance healthcare, support education, improve environmental health and enrich community culture through the arts.**



Giving and volunteering globally and in our communities

- We determine philanthropic support based on community needs and the desire to create equity for underserved populations — from humanitarian aid to healthcare access and other charitable assistance.
- Impact, our global giving and volunteering platform, allows employees to choose from over 700k+ nonprofits, donate to causes that they are passionate about and leverage the company match
- Employees can request paid time to volunteer
- In total, Stryker donated \$6 million in products and \$9 million in monetary support in 2021



Operation Smile our Signature Volunteer Program

- We support Operation Smile's efforts to provide critically needed surgical and comprehensive care for children with cleft and other conditions in low- and middle-income countries.
- Through the Smile Match campaign employees fund life-changing surgeries for people living in resource-limited communities
- Since 2015, the Smile Match campaign has funded 5000+ life-changing surgeries.



Operation Smile, Rwanda Surgical Training Rotation

Building a program in uncertain times

- **Gain support from leadership:** use strong benchmarking data
- **Communication directly from the top** (CEO town halls, company-wide emails)
- **Lean on engaged employees:** Development of Global Volunteer Network
- **Collaboration is key:** across functions (Communications, Finance, Compliance, Human Resources)
- **Be the scale:** balance ideas of leadership and the employees
- **Consider all the options:** find ideas that might not impact your budget drastically, but have a larger bang for your buck



Getting to know...Mark Daniels

- Director - Global Mobility and Employee Community Engagement
- Chicago and San Francisco
- Passionate about connecting people and cultures across the world
- Involved with our Work from Anywhere program, Employee Recognition, Community Impact program, and all community building initiatives
- Enjoy volunteering with Cartoon Clubs with adults with disabilities



Guidewire Software

- Software company supporting the Property & Casualty Insurance market
- Operating in 17 countries with 3,300 employees currently
- Key employee hubs
 - San Mateo, CA – world headquarters
 - Dublin, Ireland
 - Krakow, Poland
 - Mississauga (Toronto), Canada
 - Bangaluru and Chennai, India
 - Kuala Lumpur, Malaysia
- Our community impact program – Guidewire Gives Back - driven around our people and our industry.



GGB Strategic Pillars

1

EDUCATION – supporting education in technology for underserved communities and women

2

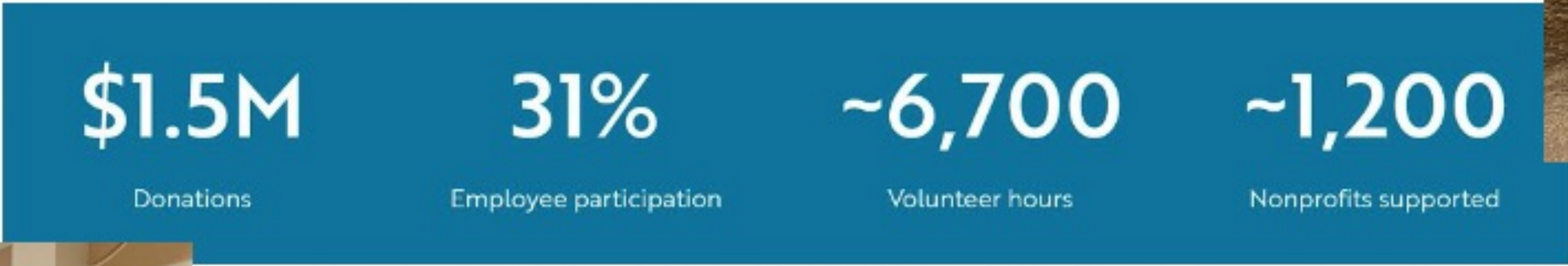
COMMUNITIES IN CRISIS – supporting those in need due to violence, natural disaster, and lack of daily living resources

[Learn more about our partnership charities for in the GGB Platform](#)

Guidewire Gives Back



- Program created 8 years ago as Volunteer based global program with 3 VTO per year.
- Launched financial giving with implementation of Benevity Spark in October 2020.
- Growth supported by partnerships with ERGs, New Hire Seeding, and cosponsorship with our clients.



Participation is % of employees that have donated or volunteered at least 1 hour.



Total Employee Donations (In \$ millions)



Total GGB Donations (In \$ millions)*



*Figure is inclusive of Guidewire charitable contributions and employee giving.



Questions

Check out our Resources





Thank *you!*