Hexcel Foundation and Community Involvement Councils
Charitable Giving Guidelines for Non-Profit Organizations

The Hexcel Foundation is a philanthropic, non-profit corporation funded by Hexcel Corporation. Its mission is to provide financial support to charitable organizations that serve communities in which Hexcel employees live and work.

The Foundation supports three primary areas of focus:

- **Education** – programs that support educational programs at all levels with an emphasis on Science, Technology, Engineering, and Mathematics (STEM) education.
- **Health** – specifically programs that enhance the health and well-being of families in the communities we serve.
- **Hunger and Homelessness** – specifically social services programs that provide food and shelter for children and the underemployed in the communities we serve.

Some of the criteria used in determining organizations to which the Foundation would consider a grant include:

- 501(c)3 public charities or the international equivalent.
- Clear and substantive fit within one or more of the Foundations three focus areas.
- Organizations or programs where Foundation resources have the potential for significant community impact.
- Organizations with proven fiscal responsibility.

The Foundation does not provide support for:

- Any organization that is not considered to be charitable by the definitions in local, state or national codes, such as U.S. Tax Code 501(c)(3).
- Direct grants to individuals or charities that represent only small segments of a community.
- Advertising, even if the cost of such advertising benefits a charitable organization.¹
- Events including luncheons, receptions, dinners and tournaments – even if the cost of such events benefits a charitable organization.
- Lobbying or political activities.
- Endowments, building campaigns, special events or annual funds.

Locally, Hexcel Community Involvement Councils – employee led groups at plants and offices – may follow the same guidelines as the Foundation for grants, volunteerism and sponsorships. Local sites are encouraged to make decisions in the best interests of their local communities.

How to Request a Grant

Non-profit organizations that wish to make a request to the Hexcel Foundation or to a local Hexcel site are encouraged to prepare a written proposal that includes:

1. An overview of the organization.
2. [optional] Details about a specific program to consider funding.
3. A request for a specific amount.
4. A list of major sponsors/donors.
5. The organization’s total annual budget and how it is allocated (include the percentage of administrative costs and any dollars that are distributed nationally or globally).
6. Details about the organization’s reach community (such as numbers and types of people affected).
7. Volunteer opportunities.
8. [U.S. only] A copy of your 501(c)(3) designation.

Requests to the Hexcel Foundation should be sent to:
Kaye Veazey, Vice President – Corporate & Marketing Communications
Hexcel Corporation | 281 Tresser Blvd., 16th Floor | Stamford, CT 06901 USA | kaye.veazey@hexcel.com

Requests for local contributions should be forwarded to the local Hexcel plant or office.