



EarthShare Workplace Giving

Employee giving for modern benefits programs



EarthShare

Workplace giving has become a standard employee benefit

Just as healthcare, retirement savings, and wellness programs became workplace essentials, employee giving is becoming a defining feature of leading employers.

It provides staff with a structured, tax-efficient way to support the causes they care about through payroll contributions, matching programs, and employer-supported giving tools.

For employers, it is a simple way to meaningfully support each individual team member and connect the overall employee experience with broader company values and impact commitments.

Turn corporate commitments into employee participation

Most employers today express their sustainability and social impact commitments through certification programs, membership frameworks, and reporting systems. These mechanisms primarily define and signal commitments *externally*. Workplace giving, on the other hand, adds a complementary and equally important *internal* layer.

As a structured benefit, workplace giving enables direct participation in an employer's commitments through everyday workplace engagement.



The "new norm" in modern benefits

Leading employers increasingly organize benefits across a consistent set of categories:

- Healthcare coverage
- Retirement savings (401k /pension programs)
- Financial wellness tools
- Workplace giving programs

Workplace giving is now a core part of this structure—not as a campaign or CSR initiative, but as a permanent employee benefit that supports participation, culture, and retention.

86% of employees

want to work for companies that share their values, underscoring how strongly values alignment shapes employer choice and team retention. *

* PwC, *Transform to build trust: Prioritising employees*



EarthShare

OUR VISION

Everyone takes action for a healthy planet.

OUR MISSION

EarthShare empowers people, nonprofits, and businesses with the inspiration and tools they need to build a more just and sustainable world.

EarthShare Workplace Giving

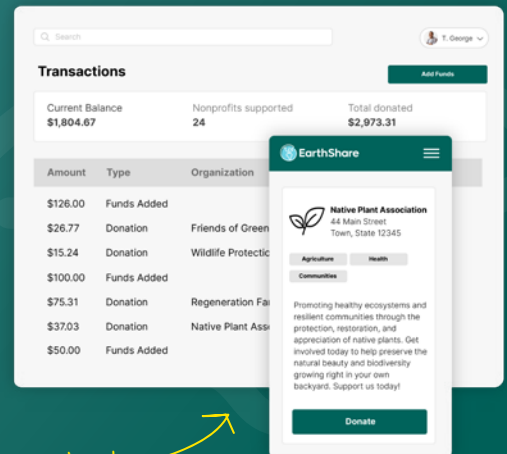
EarthShare provides affordable and efficient workplace giving options for modern organizations. Companies use EarthShare to:

- Enable payroll giving and employee donations
- Offer employer matching programs
- Centralize nonprofit access and eligibility
- Run giving campaigns and engagement programs
- Track participation and impact company-wide

Together, EarthShare's technology and campaign-management services provide a coordinated way to administer employee giving at scale.

Track impact company-wide!

Learn about new nonprofits!



Why workplace giving?

Workplace giving is an employee benefit that allows individuals to contribute to nonprofits directly through payroll, employer matching, and workplace-led campaigns. It helps employers:

- Expand staff engagement
- Offer a meaningful, values-aligned benefit option
- Support participation in environmental and social causes
- Centralize administration of giving programs
- Strengthen culture through shared participation

It is one of the most direct ways to connect employees to purpose through the workplace.

... And why EarthShare?

EarthShare Workplace Giving is designed to tackle the needs of modern benefits programs.

It enables employers to quickly and affordably deploy structured charitable giving as part of your team's experience, including payroll contributions, matching programs, and centralized program management.

With EarthShare, employers can:

Provide Access to Trusted Nonprofits | Employees can support a network of 500+ vetted environmental groups and more than 1.5M eligible nonprofits.

Centralize Giving Infrastructure | Manage payroll giving, matching programs, employee campaigns, and reporting in one program.

Support Modern Benefits Design | Integrate workplace giving into existing HR, CSR, and employee benefits offerings.

Increase Employee Engagement | Make giving accessible, consistent, and embedded in the employee experience.

Rally Distributed Workforces | Support employees across regions with a unified giving system.

Improve Visibility and Reporting | Track participation, contribution levels, and program engagement over time.

How It Works

1. Launch the Program

Works with your existing HR and payroll systems. No technical integration required to launch.

2. Engage Employees

Employees enroll, choose nonprofits, and give through multiple workplace channels, including payroll deductions and corporate-funded contributions.

3. Activate Participation

Employers may match donations, run campaigns, and track engagement.

✓ One trusted partner.

✓ Flexible giving experiences.

✓ A workplace giving program designed around your organization.

A Flexible Employee Giving Experience

1. Join in minutes

Employees access their company's giving portal through a simple onboarding experience.

2. Discover causes that matter

Browse more than 1.5 million eligible nonprofits or explore curated collections around climate, local communities, disaster response, education, and other issue areas.

3. Give the way they choose

Support nonprofits through payroll deduction, one-time gifts, recurring donations, or employer matching.

4. Personalize the experience

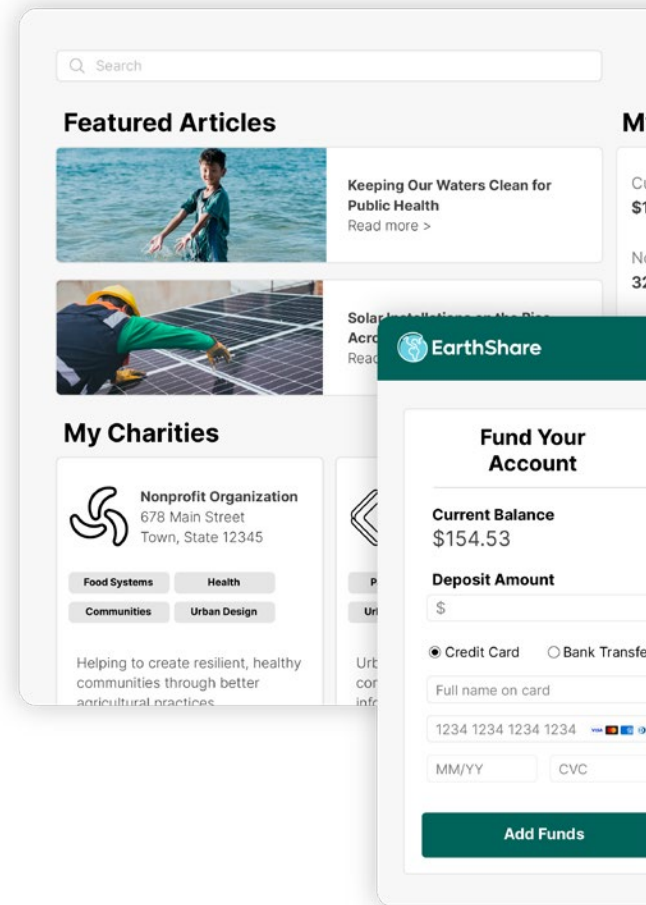
Choose to give publicly or anonymously, track donations, and build a personal giving history.

5. Deepen engagement

Learn about nonprofit impact, discover new organizations, and participate in company giving campaigns throughout the year.

6. See the difference

Employees receive giving receipts, nonprofits can acknowledge donors who choose to be recognized, and companies gain meaningful reporting on participation and impact.



The EarthShare *Difference*

For more than 35 years, EarthShare has supported values-aligned philanthropy at scale, mobilizing \$450M+ for nonprofits and their initiatives. Founded in 1988 as the first organization to unify environmental groups in workplace giving, EarthShare continues to build infrastructure that supports how workplace giving operates today.

Unlike commercial platforms, EarthShare provides mission-aligned infrastructure for employee giving programs, with deep expertise in environmental and conservation nonprofits. When employers implement EarthShare Workplace Giving, they are not adding a campaign tool. They are embedding an employee benefit system for charitable participation.

The Emerging Standard

Workplace giving is becoming a standard staff benefit as employers align compensation, employee experience, and corporate values into a more integrated operating model.

In this model, leading employers connect external commitments (such as ESG reporting and certification frameworks) with internal participation systems that translate those commitments into structured employee engagement . . . And workplace giving is the internal layer.

EarthShare powers workplace giving, enabling employers to offer modern staff benefits, increase participation in impact programs, centralize charitable giving infrastructure, and strengthen alignment between ESG commitments and employee experience.

Flexible solutions. *Affordable pricing.*

Choose the workplace giving solution that fits your organization's needs, goals, and budget.

EarthShare offers flexible platform and campaign options, with pricing tailored to your program's size, structure, and level of support.

EarthShare's Impact

- \$450M+ mobilized for environmental causes
- ~\$100M stewarded through our donor-advised fund services
- \$20M+ in active fiscally sponsored initiatives
- 150+ workplace giving campaigns nationwide, reaching 7.3M employees
- 500+ vetted environmental nonprofits
- 1.5M+ additional eligible nonprofits
- 35+ years of workplace giving leadership

FAQs at a Glance

What is Workplace Giving?

A structured employee benefit that allows payroll contributions, employer matching, and workplace-supported charitable giving.

How is EarthShare different from CSR platforms?

EarthShare is focused on providing employee benefits infrastructure for charitable participation, not campaign-based CSR management.

Can employees choose where to give?

Yes. Employees can select from a vetted network of environmental nonprofits as well as from an expansive pool of eligible groups.

Does this integrate with existing benefits systems?

Yes. Workplace Giving can be integrated into HR, payroll, and benefits offerings.

How long does it take to launch a Workplace Giving program?

Most employers can launch in a matter of days to a few weeks, depending on their internal approval process and configuration needs.

Is employer matching required?

No. Matching is optional but commonly used to increase participation and engagement.

Trusted by cities and states, businesses, nonprofits, and more



Your employees are ready to
make a difference. Give them
a trusted way to do it.

EarthShare helps
employers turn generosity
into lasting impact.



EarthShare

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Contact us!

Email campaigns@earthshare.org
to find out how workplace giving
helps employers make lasting
positive change.

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