

Eligibility Requirements

Sedgwick contributes to U.S. charitable organizations that are tax-exempt, as defined in Section 501c3 of the [United States Internal Revenue Code](#) or must be classified as public charities under Internal Revenue Code section 509a1, 2, or 3. Sedgwick also contributes to charitable organizations outside the U.S. who meet the following criteria:

- Organizations based in the United Kingdom must be registered with the [United Kingdom Charity Commission](#) as a charitable organization
- Charitable organizations based in Ireland must be registered with the [Revenue Commissioners](#) and have either a memorandum of association or an articles of association
- Charitable organizations based in Canada must be registered with the [Canadian Revenue Agency](#)
- Charitable organizations not located in the United Kingdom, Canada, or Ireland must be qualified as eligible for donations by the [Charities Aid Foundation-America](#) (CAFAmerica)

All charitable organizations regardless of location must meet the below criteria in addition to the above:

- Charitable organization's mission must meet one of [Sedgwick's philanthropic priority areas](#)
- Charitable organization must be based and serve communities in the geographic areas where Sedgwick colleagues and/or clients live and operate

A fiscal conduit letter or the international equivalent is acceptable for such charitable non-profits that do not have U.S. IRS tax-exempt status. If the organization does not have a Sedgwick facility or client in the community it serves, the organization is not eligible for funding.

Sedgwick does not contribute to:

- Organizations not exempt under [Section 501c3 of the Internal Revenue Code](#), not classified as public charities under Internal Revenue Code section 509a1, 2, or 3, or organizations not eligible for tax-deductible support
- Organizations based in the United Kingdom not registered with the [United Kingdom Charity Commission](#) as a charitable organization
- Charitable organizations based in Ireland not registered with the [Revenue Commissioners](#) and have either a memorandum of association or an articles of association
- Charitable organizations based in Canada not registered with the [Canadian Revenue Agency](#)
- Organizations that are not located in the United Kingdom, Canada, or Ireland and who are not qualified as eligible for donations by the [Charities Aid Foundation-America](#) (CAFAmerica)
- Organizations whose services are not provided within geographic areas of Sedgwick facilities or clients
- Religious organizations (churches, synagogues, mosques and other houses of worship) or other organizations primarily promoting religious purposes, unless they are engaged in programs that are non-sectarian, benefit the community at large, and have a separate 501c3 designation
- Organizations which discriminate, promote discrimination, or decline service and/or participation to someone on the basis of race, religion, color, sex, sexual orientation, gender identity, age, national origin, ancestry, citizenship, veteran, or disability status
- Political action committees, organizations, causes, candidates, or campaigns
- Requests from social or fraternal organizations participating in political activity
- Groups or organizations whose primary purpose is to influence or attempt to influence legislation or promotes a particular ideological point of view
- Salaries, wages, temporary labor, stipends and other forms of compensation
- Mortgages, rent or utilities
- Loans
- Endowments, private foundations or trusts
- Team sponsorships or athletic scholarships
- Membership drives
- Alumni organizations
- Travel or lodging expenses for groups or individuals

All charitable contribution and event sponsorship requests are carefully reviewed by Sedgwick Corporate Social Responsibility. Local activity committees will be granted one request per year not exceeding \$1,500 total in one year.

Please email Corporate Giving at corporategiving@sedgwickcms.com with any questions.