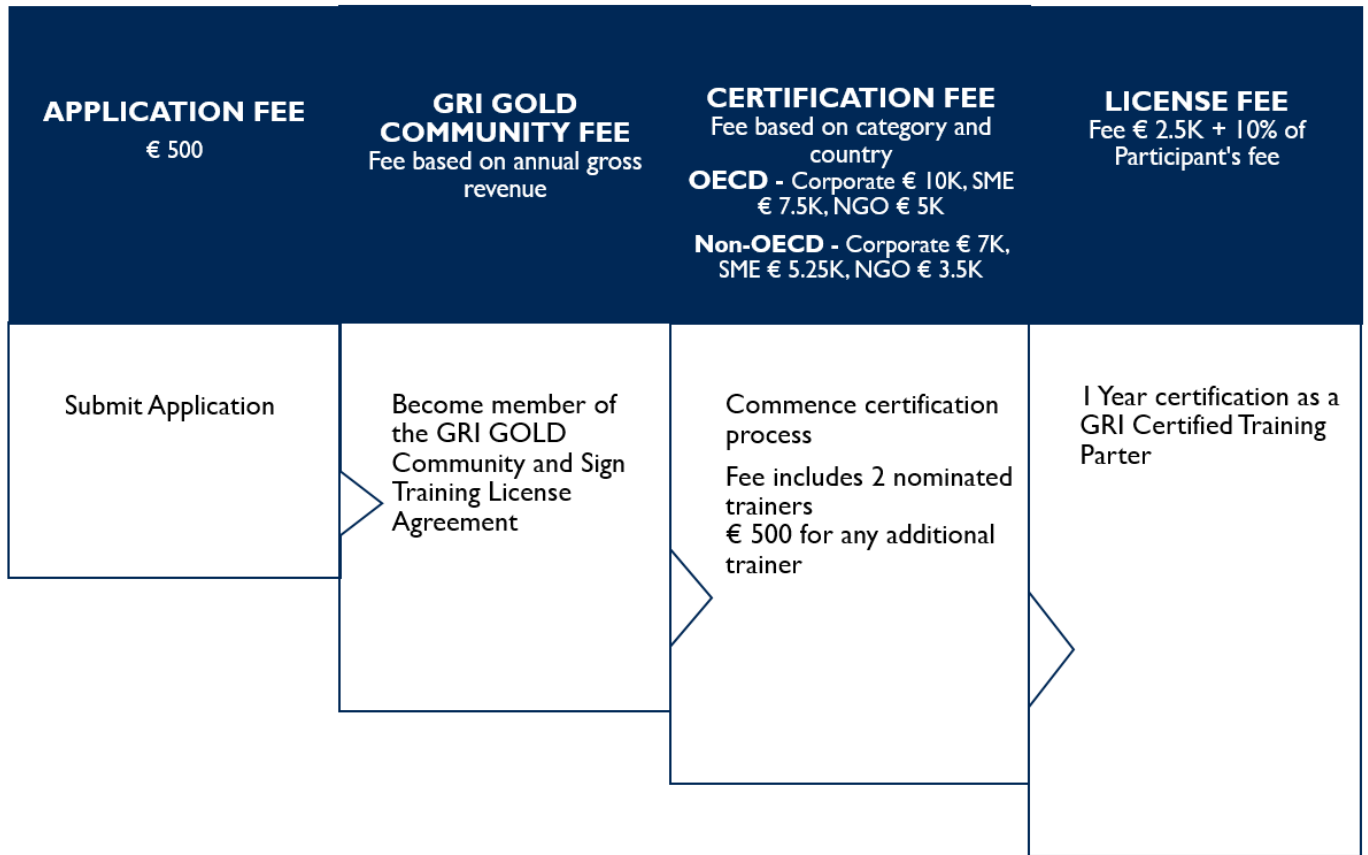




GRI Certified Training Program

Pricing Policy

Article I - Payment Flowchart



Article 2 - Fee Structure OECD Countries

OECD	Corporate	SME	Not-for-profit
Application Fee	€500	€500	€500
GRI GOLD Community Fee	Based on annual gross revenue (See Article 4)	Based on annual gross revenue (See Article 4)	Based on annual gross revenue (See Article 4)
Certification Process Fee*	€10K	€7,5 K	€5 K
Annual License Fee	€2,5 K	€2,5 K	€2,5 K
Fee per participant	10% of course fee per participant excl. VAT	10% of course fee per participant excl. VAT	10% of course fee per participant excl. VAT
*(includes nomination of 2 trainers)			

Article 3 - Fee Structure Non-OECD Countries

Non-OECD	Corporate	SME	Not-for-profit
Application Fee	€500	€500	€500
GRI GOLD Community Fee	Based on annual gross revenue (See Article 4)	Based on annual gross revenue (See Article 4)	Based on annual gross revenue (See Article 4)
Certification Process Fee*	€7K	€5,25 K	€3,5 K
Annual License Fee	€2,5 K	€2,5 K	€2,5 K
Fee per participant	10% of course fee per participant excl. VAT	10% of course fee per participant excl. VAT	10% of course fee per participant excl. VAT
*(includes nomination of 2 trainers)			

Article 4 - Definitions

“Corporate” (Type of Organization)	Companies that have an annual turnover of 10 million Euro or more.										
“SME” (Type of Organization)	Companies that have an annual turnover of less than 10 million Euro.										
“Not-for-profit” (Type of Organization)	Organizations that do not distribute their surplus funds to owners or shareholders now and/or in future, but instead use them to help pursue their goals.										
“Application Fee”	Fee related to GRI’s assessment of the application.										
“GRI GOLD Community Fee”	Membership fee for joining the GRI GOLD Community. Pricing <table><tr><td>1bn +</td><td>€14,000</td></tr><tr><td>100m-1bn</td><td>€7,000</td></tr><tr><td>1m-100m</td><td>€2,500</td></tr><tr><td>Small organization package</td><td>€500*</td></tr><tr><td>€1m or less</td><td>€500*</td></tr></table>	1bn +	€14,000	100m-1bn	€7,000	1m-100m	€2,500	Small organization package	€500*	€1m or less	€500*
1bn +	€14,000										
100m-1bn	€7,000										
1m-100m	€2,500										
Small organization package	€500*										
€1m or less	€500*										
“Certification Process Fee”	Fee related to the certification of the original version of the GRI Certified Training Program Material in English.										
“Annual License Fee”	Licensing fee to use GRI’s Certified Training Material and other associated materials.										
“Fee per participant”	GRI’s share of the fee charged to participants by Training Partners, for attending a GRI Certified Training.										

*€500 organizations are not eligible for complimentary reports services, featured reports and receive a generic mark.