



Statement on Diversity, Equity and Inclusion

The Middlesex Water Company enterprise embraces the belief that a diverse, equitable and inclusive workforce contributes to our organizational strength. This applies from the Boardroom, to office personnel to employees in the field. Our customers and our company benefit when people from a variety of backgrounds share ideas, learn from each other and collaborate to innovate, tackle challenges and drive our organization forward. Respect for the unique perspectives and contributions of each employee is imbedded in our core values of **Respect, Integrity, Growth, Honesty and Teamwork**. We strive to create a workplace where people can feel included, find opportunity and achieve their professional development goals. We seek talented people who are willing to learn and are committed to delivering the best possible service to our customers.

We understand the definition of diversity is constantly evolving, and so is our organization. Our values are built around the acronym RIGHT, and it's important that we continually work to build and maintain a workplace culture where people feel respected, included and valued. Our definition of diversity includes, but is not limited to race, ethnicity, color, nationality, sex, sexual orientation, gender identity and expression, class, religion, disability, age, military status, visa status, economic status, geographic location and language/linguistic ability. We seek different ideas and points of view, diverse approaches and solutions to problem solving. We also seek to attract employees that reflect and understand the needs of the communities we serve.

What We Do

The Middlesex Enterprise has numerous policies in place to ensure that our employees can enjoy a welcoming workplace free from harassment and discrimination. We set a workplace tone that does not tolerate bias, violence or any type of conduct that threatens the rights, dignity, humanity and well-being of our employees. We also set expectations through our Code of Conduct that all stakeholders including customers, investors, suppliers and other stakeholders deserve to be treated with respect.

-We work to raise awareness of different cultural observances through employee education and events.

-We survey employees to better understand diversity in our workforce and gaps that need to be addressed.

-We have procedures in place and educate employees on how to report incidents that undermine their human rights.

-We conduct Diversity, Equity and Inclusion Training to help employees better understand how bias and stereotypes can defeat employee morale and affect team performance.

-We have open dialogue with employees regarding the concepts of diversity, equity and inclusion and what they mean in our workplace culture.

-We meet with leadership team members to discuss diversity, equity and inclusion survey results and ways to build an even more diverse, equitable and inclusive work environment

-We are intentional in our efforts to attract candidates from historically marginalized groups and seek a diverse pool of candidates for apprenticeships and internships opportunities.

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