



Human Rights Policy Statement

Established in 1897, Middlesex Water Company (NASDAQ:MSEX) is committed to the treatment and delivery of safe, clean and affordable drinking water to its customers. Respect for human rights is a core and treasured value for our Company as evidenced in our **Core Values Statement Brochure**. We believe that treating our customers, employees, investors, business and community partners, regulators and other stakeholders with dignity and respect is not only the right thing to do but is fundamental to the long term success of our business. Our core values and comprehensive **Code of Conduct** outline behaviors that support this belief and we work to imbed these fundamental principles into our workplace culture and business operations to prevent against any direct or indirect violation of human rights. This commitment to the protection of human rights applies to the entire Middlesex Water family of companies from our Board of Directors, to our employees as well as the business partners, vendors and suppliers with which we do business.

As a water provider and protector of public health, we believe that all people have a right to water that is safe to drink and complies with the standards of the federal Safe Drinking Water Act and the regulations set forth by the United States Environmental Protection Agency and our local state environmental regulators.

Our approach to human rights is based on:

- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Universal Declaration of Human Rights

The Corporate Governance and Nominating Committee of the Middlesex Water Board of Directors is responsible for overseeing our governance policies and practices. Our Executive officer team oversee the implementation of these policies and coordinates efforts to identify, address, train and report on human rights risks and opportunities.

Our approach to supporting the basic human rights of all stakeholders consists of the following:

- We are committed to the highest standards of ethical behavior and conduct.
- We expect our employees and vendors to support and align with our Company's Core Values.
- We work to create a healthy workplace culture that is safe, engaging and supports professional growth and work/life balance.
- We maintain a safety culture and have policies and procedures in place to protect our employees and the public health of our customers.
- We compensate employees fairly through competitive wages, robust benefit plans and comply with all labor laws and regulations.
- We support and promote diversity, equity and inclusion by maintaining a workplace free from discrimination, harassment, violence or intimidation on the basis of race, sex, color, national or

social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

- We are committed to providing equal opportunities for all employees.
- We are committed to regular engagement with company stakeholders to address areas of concern and identify opportunities to improve our business operations and procedures.
- We prohibit child labor and/or forced labor of any kind including human trafficking.
- We acknowledge the rights of our employees to associate freely and bargain collectively.
- We expect our suppliers, vendors and business partners to adhere to a **Supplier Code of Conduct**.

Training

Middlesex Water continually works to train its workforce and build awareness of the Company's Core Values and business practices. Employee questions regarding human rights or conflict of interest may be directed to the General Counsel or the Vice President of Human Resources at any time. The Company requires that all employees annually review and sign the Company's Code of Conduct.