

UMH PROPERTIES, INC.

ENVIRONMENTAL AND SOCIAL POLICY

August 2018

UMH Properties, Inc. is committed to incorporating environmental and social considerations into its business practices to create value for its shareholders and enhance the communities where our residents live.

Environmental

- All manufactured homes that are brought into our communities are constructed in accordance with the Federal Manufactured Homes Construction and Safety Standards (“HUD Code”). The HUD Code regulates the overall quality of the product including, strength, transportability, energy efficiency, fire resistance, heating, plumbing and electrical systems. It is the only federally regulated building code. The HUD Code was revised in the early 1990s to increase energy efficiency and ventilation standards, as well as improving wind-resistance standards for areas that are prone to hurricane-force winds.
- The HUD Code’s strict requirements regarding insulation often results in manufactured homes being more energy efficient than conventional homes.
- Manufactured homes are constructed in controlled, factory environments that are free from external elements. This, along with technological advances and greater flexibility in the construction process, reduces energy usage and waste associated with the production of manufactured homes compared to other forms of conventional housing.
- Many of our manufacturers are employing green construction practices and utilizing renewable materials.
- Many of the homes in our communities are ENERGY STAR Certified Homes and/or contain Energy Star appliances which reduce energy usage. ENERGY STAR Certified Homes are more energy efficient than homes built to the minimum code requirements and meet the EPA’s strict guidelines for energy efficiency. They feature effective insulation that meets or exceeds national code requirements, high-performance windows that help keep heat in during winter and out during the summer, tight construction and ducts that helps eliminate drafts, moisture, dust, pests and pollen and energy-efficient heating and cooling systems that use less energy.
- Our communities’ landscaping prominently features trees and shrubbery which improve air quality, moderate the effects of sun and wind, preserve soil and support wildlife.
- Recycling bins are featured in our communities to recycle paper, bottles and cans.
- We are introducing NEST Thermostats into homes in our communities so that residents can obtain the savings provided by automatically managing home heating and cooling to maximize comfort and minimize energy use.

Social

- We are a source of quality, affordable housing for hardworking Americans.
- We are a primary sponsor of the Open Space Pace which is a non-profit corporation that was created to promote open space in New Jersey for use by the equine, agricultural and recreation industries.
- We are a primary sponsor of Special Strides Therapeutic Riding Center which is a non-profit organization devoted to improving the lives of individuals with special needs.
- We regularly contribute to other charities, including the Boy Scouts of America, Boys and Girls clubs and local chambers of commerce.
- We support continuing education through our contributions to colleges and universities, including Rutgers University.
- We support our Armed Forces through our contributions to the U.S. Merchant Marine Academy.
- Many of our communities host dinners for local law enforcement to thank them for their service and to enhance community relations.
- We offer assistance to our long-term residents who face financial or medical difficulties in an effort to help them remain living in the community.
- We encourage our team members to volunteer their services within their communities, including Little League, Girl Scouts of America, local hospitals, etc.
- The Company offers a wellness program to its employees whereby they receive gift cards for enrolling in exercise classes and for gym memberships. This encourages our employees to improve their mental and medical well-being.
- We value diversity at every level of our workforce. More than half of our executive management team is diverse on the basis of gender, religion, race or ethnicity. We endeavor to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law. We conduct annual training to prevent harassment and discrimination and monitor employee conduct year-round. Employees are advised to notify the Legal Department of any claims of violation of these policies. We do not tolerate retaliation of any kind. We are committed to equal opportunity. The basis for recruitment, hiring, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience.
- Our employees are fairly compensated and routinely recognized for outstanding performance.
- We continually assess employee satisfaction and engagement.
- Our employees are offered regular opportunities to participate in professional development programs.
- We adhere to a robust Code of Business Conduct and Ethics.

- We afford all employees meaningful whistleblower protections.
- We take responsible actions to promote the security and privacy of our data.
- Our Company refrains from using Company funds for political purposes.
- Our employees are encouraged to devote their time and resources to community activities and charitable giving.