

UMH PROPERTIES, INC.

ENVIRONMENTAL AND SOCIAL POLICY

January 2019

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

UMH recognizes our obligation to reduce our impact on the environment and to conserve our natural resources. As such, we have invested in technology and other sustainable practices.

Our Homes

- 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 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 Conservation Practices

- We have been aggressively installing water meters on homes in many our communities and submetering has dramatically reduced water consumption and helped to promote water conservation throughout our communities.

- 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 corporate offices as well as in our communities to recycle paper, plastic, 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.
- We encourage our suppliers and contractors to minimize their impact on the environment including pollution, waste and hazardous materials.
- We continually upgrade our communities' infrastructures by replacing water lines to eliminate leakage and conserve water.
- Many of our manufacturers are employing green construction practices and utilizing renewable materials.

Social

UMH believes in enriching the lives of the people impacted by our Company. These include not only our employees and our residents, but also our neighbors.

Our Employees

- 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 violations 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 work to ensure compliance with applicable labor and employment laws.
- We continually assess employee satisfaction and engagement.
- The Company offers a robust wellness program to its employees that incorporates health benefits, including incentives for enrolling in exercise classes and for gym memberships. This encourages our employees to improve their mental and physical well-being.

- Our employees are offered regular opportunities to participate in professional development programs which focus on building their skills and capabilities. They have the right to freedom of association and collective bargaining.
- We adhere to a robust Code of Business Conduct and Ethics that extends to our employees and vendors, as applicable. Employees are routinely encouraged to notify the Legal Department of any claims of violations of the Code. All claims will be investigated and addressed without fear of reprisal.
- We afford all employees meaningful whistleblower protections.
- We are committed to maintaining workplaces that are free from violence, intimidation and other unsafe or disruptive conditions. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations. These and other workforce policies extend to our suppliers and vendors, as applicable.

Our Residents

- We are a source of quality, affordable housing for hardworking Americans.
- 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 take responsible actions to promote the security and privacy of our residents' data.

Our Neighbors

- We regularly contribute to charities, including the Boy Scouts of America, Boys and Girls clubs, local chambers of commerce and the Special Strides Therapeutic Riding Center which is a non-profit organization devoted to improving the lives of individuals with special needs.
- We support continuing education through our contributions to colleges and universities, including Rutgers University.
- We worked in conjunction with a local high school to provide students with valuable job experience to further their future careers.
- We contribute to branches of our Armed Forces, including the U.S. Merchant Marine Academy.
- Many of our communities host dinners for local law enforcement and fire departments to thank them for their service and to enhance community relations.
- Some of our communities provide, free of charge, backpacks with school supplies to school children living in our communities.
- Our employees are encouraged to devote their time and resources to community activities and charitable giving.
- Our Company refrains from using Company funds for political purposes.
- We do not engage in deceptive or unfair marketing, labeling or advertising.

Human Rights

- Our Company values respect for human rights in our relationships with our employees, vendors, residents and other business partners.
- Our commitment to human rights extends to our suppliers, vendors and business partners, as applicable.
- Employees are instructed about our human rights policy, which extends to all protected classes, and are encouraged to notify the Legal Department of any claims of violations of this policy.