

HUMAN RIGHTS POLICY

UMH Properties, Inc. is committed and believes in its responsibility across all business levels, subsidiaries, and joint ventures to respect human rights and labor standards. We support the principles defined within the internationally recognized standards of The Universal Declaration of Human Rights and The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. These principles aim to promote and protect human rights, as well as worker safety, within an organization and across its value and supply chains. As a company, we endeavor to grow bonds, networks, relations, and operations with others who share the same values. We ask our employees and other parties whose own impact may be directly linked to UMH's operations, to respect human rights. They are instructed to report any violations of law, our Human Rights Policy or Code of Business Conduct and Ethics, directly to their superior and the Company's Legal Department.

UMH's ESG (environmental, social, governance), Human Resources, and Legal Department work in conjunction on Human Rights issues and initiatives. Together they use their collective insights and expertise to craft an evolving, yet comprehensive plan of action and policies designed to fit the company's goals and objectives. Input from key stakeholders is considered as we try and take an all-encompassing approach to our policy design. All policies and plans are reviewed by upper management and our Board of Directors reviews material changes. We plan on reporting updates to the statement and procedures while keeping track of our progress. We seek to expand on our opportunities while identifying risks with the goal of remedying any adverse effects or gaps that may arise.

The cross-functional team handling Human Rights matters under management's supervision ensures employees' and other stakeholders' needs and concerns are given the attention that they deserve. Third-party consultation and expertise are relied upon when needed. We encourage feedback from key stakeholders, including suppliers, shareholders, and the like.

- Accessibility for persons with disabilities

The entrances to a majority of our offices and facilities are accessible and equipped with the needed appliances for those with disabilities.

- Child labor

We do not tolerate child labor within our company or from our suppliers. We also do not discriminate based on age.

- Equality

UMH is an Equal Opportunity Employer.

- Fair wages/compensation

Our workers are paid a fair wage and see their wages increase over time due to merit.

- Forced/bonded/compulsory labor

We do not tolerate any slave labor within the country or from our suppliers.

- Health and safety

We are ISO 45001 certified for occupational health and safety. OSHA health and safety is taught at training sessions for office and maintenance staff. In addition to addressing physical risk and harm, we also provide access to resources for mental health.

- Anti-discrimination policies in place

- No harsh or degrading treatment/harassment/discrimination

We undergo discrimination and harassment training at our annual meeting so that employees know what harassment/discrimination is and how to report any instances of harassment or discrimination.

- Working conditions

Our workers are given the proper tools and equipment to perform their jobs responsibly.