

ESSENTIAL UTILITIES, INC.
Essential's Position on Unions

Essential believes that treating its employees with respect and dignity, including providing them with excellent benefits, flexible working conditions, and competitive wages is a key factor in its 134 years of success. The Company does understand, however, that at times employees have concerns and suggestions for improvements. To that end, Essential has a long-standing open door policy and has a proven track record of listening to its employees and taking their comments seriously.

Another key factor to the Company's success is the direct, personal relationship that many of its managers have developed with employees through years of working together. To put it simply, we believe that inviting a third-party into this relationship would erode the Company's well-established and successful employee-manager relationship and would not benefit employees, customers, or the Company.

Approved by the Essential Utilities Board of Directors 12/18/2019