

Monmouth Real Estate Investment Corporation
Commitment to Environment and Society

At Monmouth Real Estate Investment Corporation (the “Company”), we are committed to incorporating environmental and social considerations, in addition to significant governance considerations (together, “ESG”), into our business. These policies are regularly reviewed by our Board of Directors and extend to our suppliers and vendors, as applicable.

Commitment to Environment

- We invest in state-of-the-art industrial properties located near major transportation hubs and distribution networks, reducing the time and energy needed to deliver products. Our Board of Directors reviews and approves each of these investments, as well as the opportunities and risks associated with these investment decisions.
- Our portfolio of modern buildings includes those incorporating solar panels, LEED Certification, and other sustainable features. Our portfolio capitalizes on the growth of e-commerce, saving customers time and money and helping them reduce their environmental footprint.
- We comply with applicable environmental laws and regulations.
- Our tenants are committed to creating and improving healthy, sustainable communities. This commitment extends to:
 - the sustainability of forests;
 - water stewardship and accessibility;
 - reduction of waste;
 - reduction of emissions;
 - prevention of pollution;
 - responsible sourcing;
 - recycling;
 - maintaining green workspaces;
 - minimizing their carbon footprint;
 - restoration of properties impacted by their operations;
 - compliance with all applicable environmental laws and regulations;
 - commitment to emergency preparedness to minimize environmental impact;
 - employee training;
 - promotion of environmental stewardship by their vendors and partners;
 - environmental targets, audits, reports and sanctions, as appropriate;
 - continual review of environmental policies and procedures; and
 - other energy and resource conservation measures.
- We manage our properties in a first-class manner while achieving outstanding efficiency. We believe these properties will continue to generate high-quality returns for our shareholders.

Commitment to Society

- We value diversity at every level of our workforce. More than half of our senior management team is diverse based on gender, 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, without regard to gender or ethnicity, and routinely recognized for outstanding performance. We work to ensure compliance with applicable labor and employment laws.
- We continually assess and strive to enhance employee satisfaction and engagement, as well as satisfaction from our customers. Our employees and customers, many of whom have a long-term relationship with our Company, frequently express satisfaction with our management. We are also engaged in regular consultation and engagement with our stakeholders to ensure open lines of communication and stakeholder satisfaction.
- Our employees are offered regular opportunities to participate in professional development programs. They have the right to freedom of association and collective bargaining.
- We offer a robust wellness program to our employees that incorporates health benefits, including incentives for enrolling in exercise classes and for maintaining gym memberships, in order to improve their mental and physical well-being.
- We operate only within the United States and endeavor to comply with all applicable laws and regulations.
- We adhere to a robust Code of Business Conduct and Ethics which extends to our suppliers and vendors, as applicable. Employees are encouraged to notify the Legal Department of any claims of violations of this policy. All claims will be investigated and addressed without fear of reprisal.
- 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, including lobbying, campaign contributions and contributions to trade associations.
- We do not tolerate bribery or corruption at any level of our Company, as enforced by our legal department.

- We do not engage in deceptive or unfair marketing, labeling or advertising.
- 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 occupational health and safety laws and regulations. These and other workforce policies extend to our suppliers and vendors, as applicable.
- Our employees are encouraged to devote their time and resources to community activities and charitable giving. Our employees donate hundreds of thousands of dollars and countless hours of service annually to local, regional and national charities.

Human Rights

- Our Company values respect for human rights in our relationships with our employees, vendors, tenants, and other business partners.
- Our commitment to human rights includes protection of women and minority groups and the right to water for all individuals.
- Employees are instructed about our human rights policy and are encouraged to notify the Legal Department of any claims of violations of this policy.
- Our commitment to human rights extends to our suppliers, vendors and business partners, as applicable.