Our Commitment to Diversity and Inclusion

Miller/Howard Investments is committed to creating a workplace that supports diversity and inclusion. A diverse, inclusive, and equitable work environment is one where all employees whatever their gender, race, ethnicity, national origin, age, sexual orientation, gender identity or expression, education, or disability, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement throughout the firm.

Values

We believe that diversity – inclusive of race, ethnicity, and gender – is an indicator of the quality of recruitment, retention, and governance. Miller/Howard firmly believes that diverse views contribute to positive business outcomes.

We seek continuing improvement for our own firm as well as the companies in which we invest. For many years, we have engaged companies on board gender diversity, and in 2020, we added EEO-1 disclosure to our dialogues with management teams at our company holdings. Disclosure of diversity metrics will ensure that the actual profile and efforts of the company inform our fundamental analysis. These disclosures are invaluable to us as asset managers working for our clients, and we believe they also speak to the quality of governance and a company's stakeholder relations approach.
Sponsor: Miller/Howard is a woman-led firm with a long history of women in leadership positions including management, c-level positions, and the board of directors. Our commitment to diversity and inclusion is sponsored by the president of the firm.

Goals

- To provide informed, authentic leadership for cultural equity.
- To continue to see diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our employees, colleagues, business partners, and shareholders we serve.
- To support and work with organizations that drive diversity, both within our industry and at the companies held in our portfolios.
- To commit time and resources to expand more diverse leadership within our firm at all levels including the board of directors.
- To always lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.
- To improve diversity representation at all levels of the firm.

Strategies

- Implement and follow fair and inclusive initiatives that are applicable – but not limited – to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; and social and recreational programs.
    - Recruitment practices:
        - Recruiters must have a strategy to attract diverse candidates.
        - Job postings are to be broadly posted including ethnically diverse colleges and organizations that support diversity.
        - Diversity and Inclusion statements are posted on our website.
    - Pay equity: Our compensation philosophy and compensation program provide pay guidelines that ensure similar jobs are paid equitably across the organization.
    - Career development and retention: We encourage employees to develop and progress their careers through opportunities that build on skills, experience, and potential. We sponsor training for our employees to achieve industry licenses and other certifications to support their career growth.
    - Volunteer time off: We offer paid time off for our employees to participate in the community including participation in civic engagements organized by 501c3 nonprofit organizations.
    - Flex time: We offer flexible work arrangements including telework, remote work, and schedule adjustments.
    - Education: All employees are required to complete Diversity and Inclusion training, and in addition, managers complete a more extensive program.
- Board of Directors: We promote board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.

Analysis

- We collect and evaluate staff data—inclusive of compensation, protected classes, roles, experience, and tenure.
- We completed a 3rd party analysis of compensation and roles benchmarked to industry data.

Reporting

The firm's Executive Committee will report on our progress to the Board's Nominating and Governance Committee annually. Miller/Howard is currently in the process of expanding its Diversity and Inclusion Policy.