

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Golden State Water Company not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other protected class. The Company also takes affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to any of the protected classes.

To ensure equal opportunity in employment, the Company has developed Affirmative Action Programs ("Programs"), pursuant to Executive Order 11246, Section 503 of the Rehabilitation Act, covering individuals with disabilities, and the Vietnam Era Veterans' Readjustment Assistance Act, covering protected veterans. The Company's President and Chief Executive Officer, Robert J. Sprowls, fully supports these Programs.


The Company will recruit, hire, train, and promote persons in all job titles and ensure that all other personnel actions are administered without regard to the protected classes listed above. It will also ensure that all employment decisions are based only on valid job requirements. No employee or applicant will be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Executive Order 11246 and the laws set forth above, or any other Federal, state, or local law requiring equal opportunity in employment; (3) opposing any act or practice made unlawful by Executive Order 11246 and the laws set forth above or their implementing regulations, or any other federal, state, or local law requiring equal opportunity in employment; or (4) exercising any other right protected by Executive Order 11246 and the laws set forth above or their implementing regulations.

The Company has designed and implemented an audit and reporting system that: (1) measures the effectiveness of the Company's Programs; (2) indicates any need for remedial action; (3) determines the degree to which objectives have been attained; (4) determines whether protected individuals have had the opportunity to participate in all Company-sponsored activities; (5) measures compliance with the Programs' specific obligations; and (6) documents the actions taken. If any Program is found to be deficient, the Company will undertake necessary action to bring the Program into compliance.

Matt Currie, Director of HCM, Risk Services, and Senior Counsel is the Company's Affirmative Action Administrator and has overall responsibility for the implementation of the Company's Program. The Program is available to employees and applicants for employment, upon request, during regularly scheduled business hours. Any employee or applicant with a disability that needs this Policy Statement in a different format to ensure accessibility and understanding should contact the Affirmative Action Administrator by calling 909-394-3600 or by sending an email to careers@aswater.com.



Robert J. Sprowls
President and CEO



Date