



# Our Commitment to You

Unitil's RISE values reflect a commitment to diversity, equity, and inclusion (DEI). In order to provide reliable energy to our customers, and maintain financial value to our shareholders, it is necessary to attract and retain employees that will celebrate diversity and embrace inclusion. Unitil is committed to thoughtfully challenging its hiring practices to reach historically underrepresented candidates for the Company.

Unitil is committed to leveraging hiring platforms that will reach all candidates and will allow us access to high quality and culturally competent employees.

During the interview process, Unitil employees will challenge one another to remain aware of unconscious bias and vigilant in the process to select the professional that demonstrated the skills and experience required and desired in the role and ensure that we do not rely solely on those "we know" in the utility industry. We strive to present diverse candidates for every open role. We acknowledge that occasionally we fall short with highly specialized roles and we will remain vigilant in our pursuit to identify and attract diverse talent to Unitil Service Corp.

The HR team looks forward to joining and partnering with the Unitil ERGs and DEI Council to listen, learn, and expand our perspective and enable access to the best talent. We remain focused on attracting and engaging talent that will bring a diverse perspective, innovative energy, and commitment to the Unitil RISE values. We will continue to work with each business unit to build diverse talent pipelines for future opportunities with the Company.

