

Why did your firm adopted Responsible Contractor Policies (RCP)?

- Fundamental part of the UIF platform strategy
 - Buy-and-hold
 - US / Canada
 - RCP
- UIF thesis – using union workers and union contractors for operations, maintenance and construction can create value for our investments:
 - Certainty of outcome (schedule, cost, etc.) and quality of work
 - Commitment to safety, training, workforce development
 - Family sustaining wages and benefits
 - Strengthens the markets where we are investing



Why did your firm adopted Responsible Contractor Policies?

Strengthens the markets where we are investing...

- Infrastructure businesses are the backbone and lifeblood of every community
- They provide essential services like supply of water, gas and electricity and they support the movement of people and goods
- Communities rely upon these infrastructure businesses
- The inverse is also true!
- Infrastructure businesses are more successful when the communities they serve are healthy, growing and thriving

UIF's Responsible Contractor Policy represents an abiding belief in the positive impacts that the use of organized labor brings to workers, contractors, communities, and to the success of UIF's investments in infrastructure businesses



How you are operationalizing them within your organization?

- Screen for investment opportunities that play to UIF's strengths and create value for our investors
- Work to incorporate RCP policies into transaction documentation
- Actively manage investment to UIF's RCP principles
- Examples:
 - JFK NTO
 - Hope Utilities
 - Estuary Power
 - CenTrio

Active management is critical for an effective RCP