



ADDENDUM TO THE 2019 CSR REPORT

Our Workforce

Health and safety

No employee or contractor fatalities occurred for 2017-2020.

Dependent care

We offer a complimentary Employee Assistance Program which can assist employees with support for dependent care in various ways. Additionally, we offer a Dependent Care Flexible Spending Account where employees can save tax dollars on dependent care expenses.

Leave

The company complies with federal and state laws related to employee leave of absences, including maternity leave, paternity leave and family care leave. In addition, we offer a generous sick and vacation leave policy so that our workforce can take care of themselves and their loved ones, as well as promote a healthy work-life balance.

Large-scale redundancies and significant job cuts

There has not been an implementation of large-scale redundancies or significant job cuts affecting more than 1,000 employees or more than 5% of the total workforce during the last 10 years.

Position on non-regular employment

The company tries to limit the number of temporary and contract workers, preferring instead to hire and employ directly. At times, temporary and contract workers are used for a finite period of time and in a limited capacity to continue a project or workflow until we can hire an employee. It is also common for those temporary workers to be hired on as a regular, full-time employee.

Wastewater and Sewer System

Integrity of the sewer system

All ASUS locations maintain routine schedules to inspect, jet and clean all sewer system piping and manholes for which we are responsible. These inspections are accomplished through a number of means to include CCTV, sonar/acoustic equipment and smoke testing.

Maintaining these routine schedules helps to prevent the accumulation of blockages which, in turn, reduces the frequency of sanitary sewer overflows. Additionally, sewer arials and other "at risk" segments are prioritized in the ASUS infrastructure recapitalization program to be either rehabilitated or placed underground to reduce risk.

With respect to infrastructure, ASUS systematically replaces its sewer system as part of 50-year recapitalization programs at each location that are updated annually. The piping to be replaced is prioritized based on the number of service outages, highest maintenance frequency and greatest Inflow and Infiltration issues.

Sewage sludge treatment

ASUS utilizes agricultural as the sole sewage sludge disposal method. This is a partnering effort with local agricultural farmers with no current need to seek other strategies. This approach is in compliance with Federal regulations.

ASUS operates and maintains wastewater treatment facilities that have biological nutrient removal capabilities which reduce/remove high concentrations of nitrogen and phosphorus from the wastewater stream.

Quality of treated wastewater

ASUS is 100% compliant with the removal rates of all constituents required under its wastewater treatment plant operating permits.

ASUS works closely with state regulators and industry associations to stay current with emergent issues related to wastewater treatment. ASUS proactively addresses treatment requirements as they are added to its permit for compliance.

February 24, 2021