

METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND FIDUCIARIES DIVERSITY POLICY

Adopted December 16, 2009

PRINCIPLES

The Metropolitan Water Reclamation District Retirement Fund (“Fund”) is governed by the Illinois Pension Code, 40 ILCS 5/1-101, *et seq.* (“Pension Code”), and the Board of Trustees of the Fund desires to enhance and promote the professional management of the Fund in order to ensure that the Fund continues to provide retirement and other benefits to participants and beneficiaries.

The Board of Trustees, pursuant to the Pension Code, is required to discharge, and does discharge its duties, solely in the interest of the Fund’s participants and beneficiaries in accordance with the Pension Code.

The Fund desires to establish a policy that sets forth goals to be reviewed annually to increase the racial, ethnic, gender, and disability diversity of its fiduciaries, including Consultants, as defined in the Pension Code, and senior staff (“Fiduciaries”).

The Board of Trustees has always included, and intends to continue to include, all qualified individuals and firms in the Fund’s search for Fiduciaries, regardless of race, ethnicity, gender, disability, or any other classification protected by law.

NOW THEREFORE, IT IS HEREBY RESOLVED THAT:

The Fund is committed to: diversity in all hiring, employment, and contracting decisions; advancing and increasing the diversity of the Fund’s Fiduciaries; and providing opportunities for minorities, women, and persons with a disability to have a meaningful role at the Fund. It shall be the Fund’s policy, subject to the fiduciary responsibilities set forth in the Pension Code and applicable federal and state laws prohibiting discrimination, to expend all reasonable and prudent efforts to utilize Fiduciaries who are collectively diverse based on race, ethnicity, gender and disability, with the goal of increasing such utilization over time. The Fund will annually review the goals established in this policy.