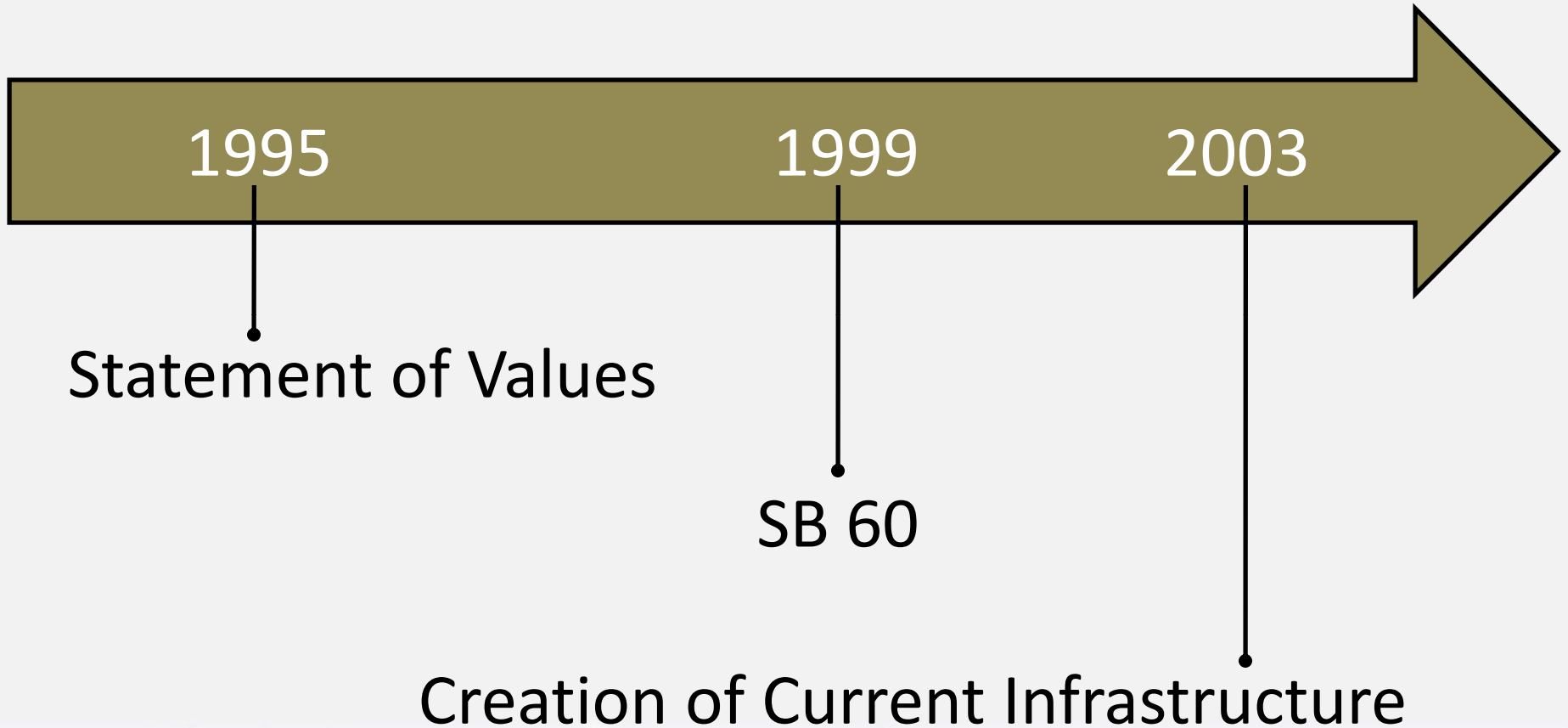




ETHICS

Office Overview

History of MWD Ethics Office



The Metropolitan Water District of Southern California

Statement of Values

In our pursuit of "Excellence" as responsible stewards,
we are committed to the following values:

Integrity

We will conduct ourselves in an honest, fair, considerate, and trustworthy manner as to demonstrate professionalism and ethical business practices.

Diversity

We value the differences that are derived from diverse backgrounds, experiences and cultures of the communities we serve, and we commit to actively seek and integrate that diversity into all levels of our workforce to ensure that our activities are based on creative and responsive viewpoints.

Stewardship

We will be responsible for our actions and are accountable to the public and each other for providing service and value by demonstrating stewardship of:

- The public's health and safety
- The public's funds
- Our natural environment
- Our workforce resources
- Our region's water resources

Leadership

We value leaders and leadership skills. We encourage employees to be role models who inspire and motivate others. To foster an environment that develops skilled and satisfied leaders we need to:

- Be positive role models
- Walk the talk
- Encourage and reward leadership
- Support innovation/remove barriers

Open Communication

We will communicate in an open, timely, candid and shared manner, recognizing the value of diverse points of view. We will strive for continual improvement of all communication processes to inform, empower, build trust, create shared experiences and enable personal growth.

Teamwork

We value teamwork as a core philosophy in all our activities. Teamwork requires:

- Mutual respect and trust
- Participation of all individuals
- Sharing knowledge and information
- Support for one another

We will be successful as a Team when we are successful as individuals and we will be successful as individuals when we Succeed as a Team.

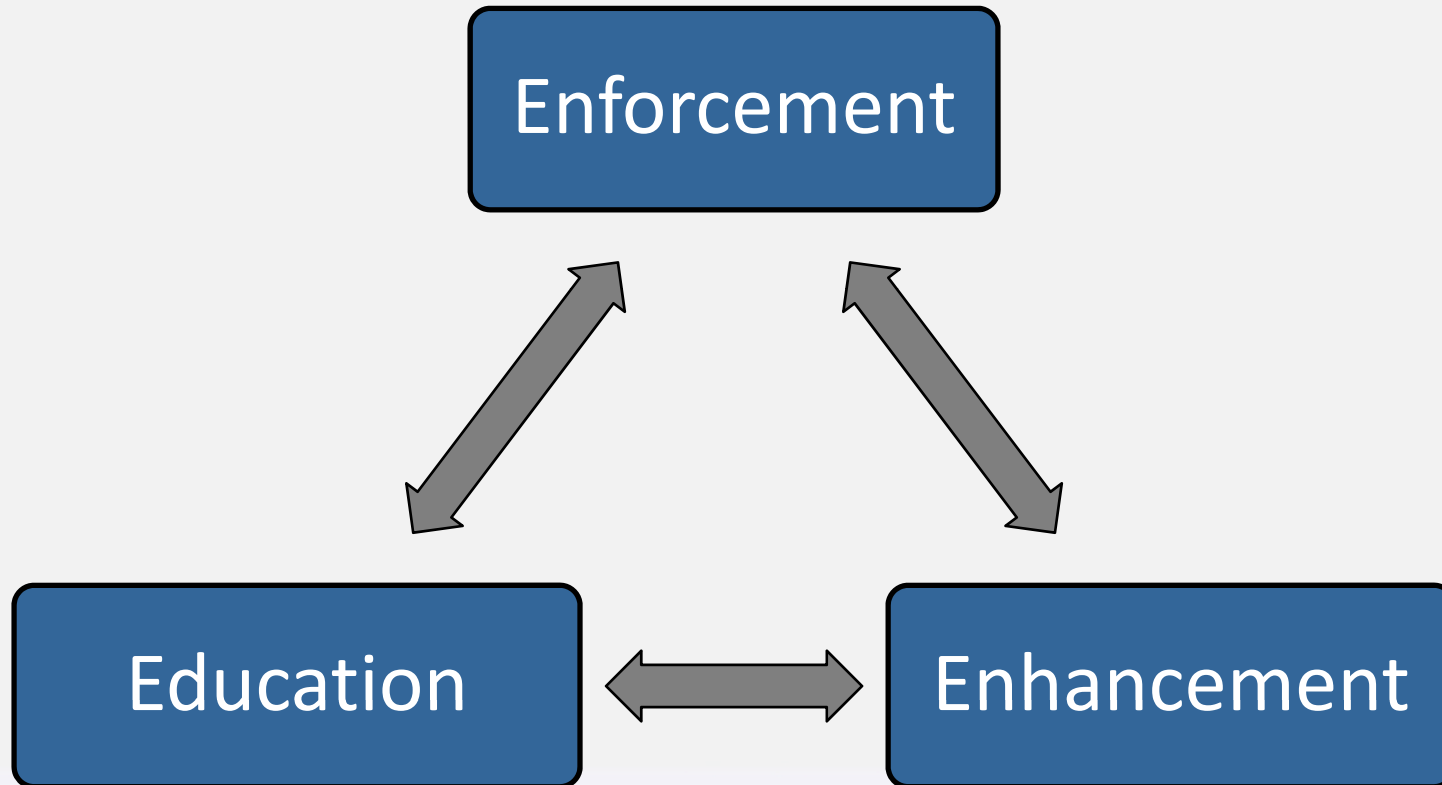


*We will continue to pursue excellence
by self-assessment and continuous improvement.*

SB 60 Required:

- ✓ Establishment and operation of Ethics Office
- ✓ Ethics Office independence/reporting
- ✓ Creation of rules, regulations and policies
- ✓ Structure of penalties for violations

Ethics Office Activities



Concerns

Informal Review and Response



Intake Committees



Director Concerns



Employee Concerns

Audit & Ethics Chair
Board Secretary
Chair Appointee
(General Counsel)
(Ethics Officer)

General Manager/Designee
General Auditor/Designee
General Counsel
Human Resources Director
Ethics Officer

Dealing with Formal Complaints

↓ Inquiry & Review Committees ↓

Director Concerns

3 Elected Directors
(General Counsel)
(Ethics Officer)

Employee Concerns

General Manager
General Counsel
General Auditor
Ethics Officer
3 Elected Directors

Executive Committee

Department Head

Report Back to Ethics Office

Education



- Face-to-face-seminars

- Informal Counseling

- Written Materials

- Web site & Web based Materials

Enhancement

Revise Policies

Administrative Code

Employees' Operating Policy

Stakeholder Check-In


Create and Maintain Ethical Culture

Enhancement


The Language of Ethics

Recycle.
Reduce.
Reuse.
Sustainability.
Corporate Social Responsibility.
Monitor Water Use.
Assure Our Legacy.

Think Globally,
Act Locally



Stewardship




If you have ethical concerns about work at Metropolitan, you can call The Network, an independent hotline that accepts anonymous calls at (888) 228-7794.
Or contact Metropolitan's Ethics Office by phone (213) 217-5521,
e-mail ethics@mwdh2o.com or derisellias@att.net, or by fax (213) 217-7809.
Diamond Valley Lake photo by MWD employee Chris Hill


The Language of Ethics

Live By The Golden Rule.
Do Your Duty.
Follow Your Gut.
Be All That You Can Be.
The Greatest Good For The Greatest Number.
Justice For All.

Stand Firm For
What You Believe



Leadership

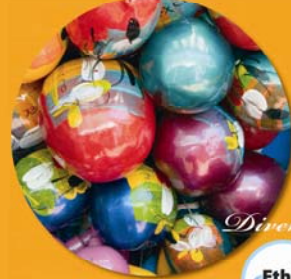


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Photograph by MWD employee Larry La Cam


The Language of Ethics

Differences Challenge Assumptions.
Everyone is entitled to their own opinion, but not their own facts.
If we cannot end now our differences, at least we can help make the world safe for diversity.
It were not best that we should all think alike; it is difference of opinion that makes horse races.

We Have Become Not a Melting Pot
But a Beautiful Mosaic



Diversity



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