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**Department:**  
**Policy For:**

Human Resources  
Diversity

**Annual Board Approval:**

March 28, 2022

**Prior Approval Date:**

February 22, 2021

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## DIVERSITY POLICY

- I. Commitment to Diversity:** Summit State Bank (“SSB”) recognizes its talented and diverse board of directors and workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. SSB is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

SSB believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the bank, regardless of their differences. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and the Bank’s achievement as well. We are committed to employing the best people to do the best job possible. We embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status and other characteristics that make our employees unique. We recognize the importance of reflecting the diversity of our customers and markets in our workforce, and on our board of directors. The diverse capabilities that reside within our people positions SSB to anticipate and fulfill the needs of our diverse customers, providing high quality products/services. We believe that the wide array of perspectives that result from diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

- II. Details of Policy:** SSB’s diversity policy covers three areas: 1) board and employee recruitment; 2) career development and promotion; and 3) employee support. This policy applies to all board members, employees, prospective employees, customers, clients, contractors, vendors and all others who do business with or are in contact with SSB.

- 1) **Recruitment:** We believe that our employees from many different diverse backgrounds provide us with valuable knowledge for understanding our community and better achieving our mission. We have established outreach programs to identify talented women, veterans and individuals from under-represented backgrounds for recruitment.

- 2) Career Development and Promotion: SSB rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.
- 3) Employee Support: SSB provides a safe and pleasant environment for our employees. We offer:
- Respectful communication and cooperation between all employees
  - Flexible working time arrangements when available
  - Employee education assistance
  - Employer and Employee contributions to the communities we serve
  - Childcare assistance
  - Training programs, including anti-harassment and discrimination training
  - Mentor programs