



## DIVERSITY AND INCLUSION POLICY STATEMENT

Falcon National Bank believes that a diverse workforce is a key part of the foundation that makes it successful. It also believes that there must be an inclusion effort to leverage that diversity. To these ends Falcon National Bank has established this Diversity and Inclusion Policy as approved by its Board of Directors on 10/19/22.

### **Diversity and Inclusion Policy Statement**

Falcon National Bank respects and values the unique characteristics, attributes, experiences, and perspectives that make up each person. As Falcon National Bank recruits, hires, trains and promotes employees it considers diversity and inclusion a driver of its success. Additionally, Falcon National Bank demonstrates its commitment to serving its communities by drawing from all segments of those communities.

### **Definitions**

At Falcon National Bank, diversity is defined by the characteristics, attributes, experiences, and perspectives that make each person unique. Diversity is multi-dimensional. It includes gender, race, age, physical ability, veteran status, and genetic information. Other dimensions include, but are not limited to, ethnicity, national origin, nationality, religion, sexual orientation, gender identification. Broader dimensions include work experience, family status, socio-economic status, political thought, education, personality type, behavioral style, and cultural background.

Falcon National Bank defines inclusion to mean strategies, policies, and processes to create and maintain a positive work environment that values individual similarities and differences so all can reach their potential and maximize their contributions to Falcon National Bank. It is one free of harassment for being different or of retribution for raising complaints about such harassment. That means an environment where people feel safe, supported, heard, and valued.

### **Application of the Diversity and Inclusion Policy**

This policy applies to all employment decisions, including but not limited to recruiting, hiring, promoting, training, compensating, allocating benefits, disciplining, terminating, and attending bank-sponsored social, recreational and community activities.

Executives, managers, and supervisors of Falcon National Bank are responsible for encouraging a culture that values collaboration, flexibility, and fairness to enable employees to contribute to their full potential.





Falcon National Bank has developed and will continue to develop practices, processes, organization, and strategies so they can manage diversity and promote inclusion.

Furthermore, Falcon National Bank will not tolerate conduct that harasses, condones harassment, or contributes to the harassment of employees by managers, executives, supervisors, coworkers, clients, vendors, or visitors to the bank.

Falcon National Bank will also provide reasonable accommodation consistent with applicable law to otherwise qualified individuals with a disability, to individuals with needs related to their religious observance or practices, and to individuals with certain obligations because of their military or veteran status.

The Vice President of Human Resources at Falcon National Bank is charged with monitoring, auditing, and reporting internal compliance of this policy. This includes assessment of current practices and recommendations of new practices to help Falcon National Bank advance its diversity and inclusion efforts.

### **Inquiries and Questions**

For inquiries and questions regarding Falcon National Bank's Diversity and Inclusion Policy, outside parties and employees can contact the Human Resources Department of Falcon National Bank.

Employees can also refer to the Falcon National Bank Employee Handbook or Compliance SharePoint page for specifics on policies and procedures related to Diversity and Inclusion. They include, but are not limited to:

- Equal Employment Opportunity
- Family Medical Leave and Other Leave of Absence
- Accommodations for Individuals with Disabilities
- Military Leave Policies
- Harassment Policy
- Whistleblower Policy
- Paid time Off and Other Benefit Policies
- Employment and Termination Policies

