

## **DIVERSITY AND INCLUSION POLICY**

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### **ORGANIZATIONAL COMMITMENT TO DIVERSITY AND INCLUSION**

The Stephenson National Bank & Trust is a dynamic organization that cares about its employees, customers, and the communities it serves. The Bank's leadership values and respects a diverse culture and embraces diversity because it makes us a better employer and a better provider of services to our customers. Recognizing and valuing diversity strengthens The Stephenson National Bank & Trust's ability to attract, retain and engage employees, and reinforces our relationship within our communities. The Bank is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

### **WORKFORCE PROFILE AND EMPLOYMENT PRACTICES**

At The Stephenson National Bank & Trust we believe in providing equal opportunity for employment, promotions, awards, recognition, compensation, and all other opportunities to all employees. There are significant benefits in providing a culturally open and aware work environment for all employees, without regard to race, color, religion, national origin, ancestry, genetic information, gender, marital or family status, age, sexual orientation, gender expression or identity, veteran status, disability or any other characteristic protected by law.

We support a diverse and inclusive work environment where employees are respected, treated fairly and provided opportunities to perform to their fullest potential. This culture builds productivity, innovation, teamwork and leads to employee retention. We recognize that continued success in meeting the needs of our employees and customers, both internal and external, requires the full and active participation of talented and committed individuals. In essence, diversity includes all the characteristics, experiences and cultural influences that make each of us unique.

The Stephenson National Bank & Trust's diversity initiatives are applicable, but not limited to its practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, layoffs, terminations, and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees
- Teamwork and employee participation, permitting the representation of all employee perspectives
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity
- Open door atmosphere that invites and encourages any concerns or allegations of discrimination to be brought to management's attention without the fear of reprisal

All employees of the Bank have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior against others will be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the Bank's diversity policy and initiatives should seek assistance from their supervisor/manager or Human Resources.

#### **PROCUREMENT AND BUSINESS PRACTICES – SUPPLIER DIVERSITY**

It is important that our partners see that our actions and words are aligned. We strive to ensure doors are open and opportunities are available for people of all backgrounds. The Stephenson National Bank & Trust views our vendors as vital partners in our ability to assure high quality products and services to clients and customers. Across everything we do, we will reflect the diversity of the population with whom we do business.

#### **PRACTICE TO PROMOTE TRANSPARENCY OF ORGANIZATIONAL DIVERSITY AND INCLUSION**

The Stephenson National Bank & Trust is committed to diverse communities in which we live and serve. Being a strong financial partner and good corporate citizen is core to who we are. We believe that building a stronger community helps build a better Bank and with the Bank's donations, sponsorships, employee volunteerism and public relations efforts, we strive to improve the lives and wellbeing of our communities. We support diversity in the way we conduct business through employee enrichment, supplier initiatives and community activities.

The Bank continues to inform its Board members and staff on related policies and practices. Our website includes this Diversity Statement so our community, vendors and potential employees are aware of our commitment.