

**FIRST FIDELITY BANK
EQUAL EMPLOYMENT OPPORTUNITY POLICY**

First Fidelity Bank (“Bank”) strives to ensure equal employment opportunity in connection with all terms and conditions of employment, including but not limited to recruiting, hiring, compensation, training, benefits, leaves of absence, work assignments, overtime, promotion, transfer, discipline, termination, or any other terms and conditions of employment. Colleagues of the Bank are expected to show respect and sensitivity toward all fellow Colleagues and prospective Colleagues and to demonstrate a commitment to the Bank’s equal opportunity objectives. Accordingly, the Bank does not tolerate Colleagues or management making employment-related decisions based on race, color, national origin, citizenship, age, religion, because of sex (sexual orientation, gender identity or expression), marital status, parental status/pregnancy, disability, veteran status, or any other protected characteristic. Anyone who believes there has been a violation of this policy should immediately report that concern to anyone in management or Human Resources. Individuals can raise concerns and report violations without fear of retaliation or reprisal. The Bank will investigate any complaint and take appropriate preventative and/or corrective action as appropriate. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.