

# Habib American Bank

## Inclusion & Diversity Self-Assessment 2021

### Organizational Commitment to Diversity and Inclusion

Habib American Bank (HAB Bank/ the Bank) 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 bank, better employer, and a better provider of service to our customers. Recognizing and valuing diversity strengthens HAB Bank's ability to attract, retain and engage employees and reinforces our relationship within our communities. HAB Bank is committed to fostering, cultivating and preserving a culture of diversity and inclusion. HAB recognizes that its employees are the most valuable asset and competitive advantage. The Bank will provide them with resources and services needed to support the achievement of the Bank's mission and endeavor to protect the values and culture of the organization.

### Workforce Profile and Employment Practices

At HAB Bank we believe in providing equal opportunity for employment, promotions, awards, recognition, compensation, and all other opportunities to all persons. 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.

The Bank support a diverse and inclusive work environment where employees are respected, treated fairly and given 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.

HAB Bank'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:

- Mutual respect and cooperation between all employees.
- Teamwork and active employee participation.
- Employer and employee contributions to the communities the Bank serves to promote understanding among its members.
- Open access and transparent processes 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 adhere to the Bank's Code of Ethics 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 runs contrary to the Bank's diversity statement and initiatives should contact Human Resource Department.

### **Procurement and Business Practices – Supplier Diversity**

It is important that our vendors see that our actions and words are aligned. We view our vendors as important partners in our ability to deliver quality products and services to our customer base. Our procurement process is open to all vendors wishing to do business with us. The Bank encourage small and minority-owned businesses to become suppliers to the Bank.

### **Practice To Promote Transparency of Organizational Diversity and Inclusion**

HAB Bank is committed to the 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 annual donations, sponsorships, employee volunteerism, and outreach, we are committed to improve the lives and well-being of the communities. We support diversity in the way we conduct business through employee enrichment, supplier initiatives and community activities.

### **Self-Assessment**

HAB Bank provides Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing agencies. The Bank commits the necessary time and resources both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action.

The Bank is committed to providing a work environment that is free of discrimination. In keeping with this commitment, HAB Bank will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, sexual orientation, gender, disability, age, marital status, or status with regard to public assistance. HAB Bank will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include but are not limited to, the following: hiring, promotion, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training.

Cultivating and fostering an inclusive environment, learning and applying the best from our differences and our similarities, improves our ability to be innovative, enhances our ability to serve a broader group of customers, supports efforts in building strong ties to our communities, and builds strength within our Bank. We are committed to inclusion and diversity. It's the right thing to do and it is good business.