

FCB Banks **Diversity Policy**

Employees

FCB Banks is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Our human capital is the most valuable asset we have. 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 company's achievement as well.

We embrace our employees' differences in age, color, disability, ethnicity, family or marital status, gender (including gender identity), language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, military status, veteran status and other characteristics that make our employees unique.

FCB Banks' diversity initiatives are applicable (but not limited) to our practices on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; 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 groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of FCB Banks 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. All employees are also required to complete annual diversity training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with this diversity policy and initiatives should seek assistance from the Human Resource Department.

Suppliers

FCB Banks understands the competitive advantage of having a broad selection of available suppliers to choose from with respect to factors such as price, quality, attention to detail and future relationship building.

In order to promote a diverse supplier pool, FCB Banks will continue to practice:

- Outreach to minority-owned and women-owned businesses and representative organizations.
- Participation in conferences, workshops and other events to attract minority-owned and women-owned firms.

Transparency

FCB Banks will in the spirit of transparency, post this Diversity Policy on our website.