



## Human Rights Statement

First Bank is fully committed to its responsibilities to respect human rights. We must be guided by what is right, not just by what is permitted, and strive to provide a safe and healthy work environment for all employees and customers. We support the rights of each employee and value an open dialogue so we may continue to improve our space as well as the services we provide customers and clients in our communities.

Remaining abreast of the latest insights and developments demands that we proactively and regularly scrutinize our policies and procedures, with input from our stakeholders. Numerous core internal policies, including: the Employee Code of Ethics, Equal Employment Opportunity Policy, Anti Money Laundering Program, Whistleblower Policy, and Vendor Management Policy reflect our commitment to respect human rights.

Our approach to human rights endorses international standards and guidelines such as:

- The UN Guiding Principles on Business and Human Rights, which includes the right to water
- The International Bill of Rights
- OECD Guidelines for Multinational Enterprises

Our human rights practices cover all dimensions of our business, from client transactions to interaction with vendors, and how we treat our own employees. Our principle is to avoid activities or business relationships where there is clear evidence of human rights violations. We do not tolerate corruption, harassment, forced or child labor, modern slavery, or human trafficking in any form. Any grievances should be reported to our Chief Risk Officer or Chairman of the Audit Committee.

Our employees are our biggest asset, and we are committed to maintaining a work environment where every person at every level is treated with dignity and respect, free from discrimination and harassment, and can devote their full attention and best efforts to the job. These same standards apply to our interactions with customers and others with whom we do business, including vendors and contractors. First Bank expects that the entities with which we do business to similarly respect individual human rights and conduct their business operations free from human rights abuses. We also recognize that some groups may be more adversely impacted than others. This includes, but is not limited to, women, children, people with disabilities, LGBTQ2+ individuals, Indigenous Peoples, Black and other minority communities, and veterans.

First Bank respects the right of our people to freedom of association and recognizes the rights of our people to bargain collectively in accordance with applicable laws in the states in which we operate. We compensate competitively relative to the industry and local labor markets, and work to ensure full compliance with applicable safety, wage, work hours and benefit laws.