



## First Bank Diversity, Equity & Inclusion Statement

First Bank is committed to a diverse, inclusive, and equitable environment where all employees feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

At First Bank, our people are our most valuable resource. The collective sum of the individual differences, life experiences, knowledge, and talents that employees bring to work represents a significant part of our culture and achievement. We are committed to being nondiscriminatory and providing equal opportunities for employment, advancement, vendor procurement, volunteering, and in all areas of our work.

These guidelines assist First Bank in ensuring that we offer an inclusive workplace where all employees are able to be themselves, and access opportunities to allow them to reach their full potential. First Bank recognizes that there is strength in the diversity of our employees, which assists us in improving our workplace and the communities we serve.

The Bank's goals are to provide informed leadership for promoting diversity, equity, and inclusion which means:

- We aim to recognize and address inequities in our policies, programs, and services.
- We will update and document progress on our diversity, equity, and inclusion practices.
- We will continue to train our personnel on equitable practices.
- We will review all our workplace processes and policies for unconscious bias.
- We promise to investigate underlying assumptions that interfere with our diversity policy.
- We commit to being transparent about diversity in all our interactions.
- We will dedicate our time and resources to expanding greater diversity within our board and leadership positions.

First Bank agrees to abide by the following action items to promote diversity, inclusion, and equity in our work:

1. Our DEI Committee will create new learning opportunities and as we strive for cultural competency throughout our organization.
2. We will take action to improve diversity and equity in our board and leadership positions.
3. We will continue to grow the presence and outreaches of our DEI Committee within our employees and members of our community.