

HEBRON SAVINGS BANK DIVERSITY POLICY

Organizational Commitment to Diversity and Inclusion

At Hebron Savings Bank (the Bank), we believe that promoting diversity is a strong component in maintaining our mission to the community. Our team values and respects the diverse culture of our employees, vendors, and customers. The Bank is committed to maintaining an impartial environment, recognizing that our size and the rural nature of our marketplace can present challenges in accomplishing diversity.

Workplace Profile and Employment Practices

The Bank is committed to providing a work environment that is free of discrimination. In keeping with this commitment, the company prohibits any unlawful discrimination. This policy applies to all employees. See our Equal Employment Opportunity Statement below.

Procurement and Business Practices

Due to the rural area in which the Bank resides and our institution's size, the practicality of specifying businesses based on their diversity is unfortunately, and understandably, very limited.

Practices to Promote Transparency

The Bank continues to inform its board members and staff on related policies and practices. Our website includes this Diversity Policy so that our community, vendors, potential employees, etc. are aware of it.

Entities Self-Assessment

The Bank will utilize an applicable and reasonable resource that will encompass our diversity policy and practice.

Equal Employment Opportunity Statement

The Bank affirms its commitment to ensure equal employment opportunity in policy and in practice. Our company is committed to providing equal employment opportunities and will not tolerate discrimination or harassment on the basis of race, color, religion, gender, national origin, marital status, sexual orientation, gender identity, ancestry, genetic information, age, disability status, or veteran status.

The Bank pledges to preserve the implementation of an open environment to ensure the safety of its employees, vendors and customers.