

## Equal Employment Opportunity and Affirmative Action Policy

Southern Bank is an Equal Opportunity Employer. The Bank is committed to the concept of Affirmative Action in order to ensure Equal Opportunity. To accomplish these goals, the Bank has developed a comprehensive Affirmative Action Plan that sets forth programs and directives for increasing the representation of women and minorities in all of its employment categories.

It is the Bank's policy to prohibit discrimination and harassment and to provide equal employment opportunity without regard to race, color, religion, national origin, disability, veteran status, age, sex, sexual orientation, gender identity, or any other legally protected status.

The Bank will not discriminate or take adverse action against any individual who is a member or who applies to become a member of a uniformed service or has an obligation to perform uniformed service and will not deny such an individual initial employment, reemployment, retention in employment, promotion, or any benefit of employment on the basis of this status.

Southern Bank associates are encouraged to contribute to a workplace that is free from unlawful discrimination and harassment and to be inclusive and respectful of one another. Associates with questions or concerns about any type of discrimination or harassment in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or manager, or the Human Resources Director.