

Penn Community Bank

Diversity and Inclusion Policy

2016

Penn Community Bank strives to create an open, communicative, and inclusive work environment that recognizes the value of diversity of its Team Members, and their differences. Our commitment to diversity and inclusion is fundamental to our relationships to and among our Team Members. It is also reflected in our relationships with our customers, peers, suppliers, and the communities we serve.

Penn Community is committed to employment diversity with respect to all aspects of employment. All decisions regarding recruitment, hiring, promotion, compensation, employee development decisions such as training, and all other terms and conditions of employment, will be made without regard to race, religious beliefs, color, gender, sexual orientation, marital status, physical and mental disability, age, ancestry or place of origin. Ensuring diversity helps create a positive work environment where all Team Members have the opportunity to reach their full potential and maximize their contributions to Penn Community Bank's vision and mission.

To provide equal opportunity and affirmative action for applicants and Team Members, Penn Community carries out programs on behalf of women, minorities, people with disabilities, and protected veterans covered under the law. This includes outreach as well as human resource programs that ensure equity in compensation and opportunity for growth and development.

Penn Community is dedicated in supporting the diverse communities in which we serve through the outreach and donations of the Penn Community Bank Foundation, the volunteerism of our Team Members, and through our Financial Literacy Programs.

Penn Community is committed, when possible, to source products and services from suppliers who are female and minority owned, who are interested in providing goods and or services to Penn Community Bank, and who operate in a manner that is consistent with the values set forth in our Diversity and Inclusion Policy.

Everyone at Penn Community Bank has a role to play in supporting our commitment to diversity and inclusion. Each Team Member, regardless of position, is responsible for applying the Bank's Diversity and Inclusion Policy on an ongoing basis. Each Team Member is expected to treat all other Team Members, Customers, Prospective Customers, Vendors and Suppliers in a fair and non-discriminatory manner.