



## EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of Middlesex Savings Bank not to discriminate against any employee or applicant for employment because of race, ethnicity, national origin, color, gender, disability, veteran status, religion, sexual orientation, gender identity or expression, age, marital status, genetic information, military service, pregnancy, political affiliation, union membership, or any other classification protected by applicable federal, state or foreign law. It is also the policy of Middlesex Savings Bank to take affirmative action to employ and to advance in employment all qualified minorities, females, individuals with disabilities and protected veterans. All employment decisions shall be based solely on valid job requirements. This policy applies to all employment actions including, but not limited to, recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, benefits, rates of pay or other forms of compensation and selection for training, including apprenticeships, at all levels of employment.

This policy prohibits subjecting any Middlesex Savings Bank employee or applicant to harassment on the basis of race, ethnicity, national origin, color, gender, disability, veteran status, religion, sexual orientation or gender identity, age, marital status, genetic information, military service, pregnancy, political affiliation, union membership. It further prohibits any form of retaliation, including intimidation, threats, or coercion of an employee or applicant because s/he has objected to any form of discrimination, mentioned filing or actually filed a complaint, assisted in a review, investigation, or hearing of any allegation of discrimination, or has otherwise sought to obtain his/her legal rights under any Federal, State, foreign, or local EEO statute, law or ordinance.

Middlesex Savings Bank will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information."

The EVP and Chief Human Resources Officer is designated as the Chief Diversity Officer at Middlesex Savings Bank and is committed to the principles of Affirmative Action and Equal Employment Opportunity. The management of Middlesex Savings Bank is responsible for the ongoing monitoring of all personnel actions in their respective areas of supervision and will carry out the intentions of the Equal Employment Opportunity Policy and Affirmative Action Program to the fullest extent possible. The SVP, Recruitment & Employee Relations Manager acts as the Equal Employment Opportunity (EEO) Manager for Middlesex Savings Bank. This role ensures dissemination and implementation of the Equal Employment Opportunity and Affirmative Action Program throughout all levels of the company. In addition, the EEO Manager will establish and maintain internal audit and reporting systems to allow for effective measurement of Middlesex Savings Bank EEO and AA programs.

In furtherance of this Equal Employment Opportunity and Affirmative Action policy, Middlesex Savings Bank has developed written Affirmative Action Programs that set forth the policies, practices and procedures that Middlesex Savings Bank is committed to in order to ensure that its policy of non-discrimination and affirmative action is accomplished. The Affirmative Action Programs are available for inspection by any employee or applicant for employment upon request of the Human Resources department at (508) 653-0300 during normal business hours.

We request the support and commitment of all employees in accomplishing true Equal Employment Opportunity at Middlesex Savings Bank.