



Bank of New Hampshire
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Bank of New Hampshire not to discriminate against any employee or applicant for employment because of his or her race, color, religion, gender, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Bank of New Hampshire to take affirmative action to employ and to advance in employment, all persons regardless of their race, gender or status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, the company will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Bank of New Hampshire prohibits harassment of employees and applicants because of their race, gender, or status as individuals with disabilities or protected veterans. . Bank of New Hampshire also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As President/CEO of Bank of New Hampshire, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Gayle E. Price as the SVP-Chief Human Resources Officer for Bank of New Hampshire. One of the SVP-Chief Human Resources Officer's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Bank of New Hampshire's programs.

In furtherance of Bank of New Hampshire's policy regarding affirmative action and equal employment opportunity, Bank of New Hampshire has developed a written Affirmative Action Program (AAP) which sets forth the policies, practices and procedures that Bank of New Hampshire is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified individuals. This AAP is available for inspection by any employee or applicant for employment upon request between 8:30 AM - 4:30 PM at the Human Resources department. Any questions should be directed to me, your supervisor, or Gayle E. Price, SVP-Chief Human Resources Officer.

A handwritten signature in black ink that reads "Michael Long".

Michael Long
President/CEO Bank of New Hampshire
January 1, 2021

**If you are an applicant to Bank of New Hampshire who requires assistance in applying for employment,
please contact the Human Resources Department at 1.800.832.0912.**