



Diversity, Equity, Inclusion and Belonging Policy

Ledyard National Bank is committed to a culture of diversity, equity, inclusion and belonging (DEIB). The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

Diversity: We embrace our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Equity: We strive to treat everyone equitably by encouraging everyone to contribute their ideas, perspectives, and opinions.

Inclusion: We work to foster a welcoming and collaborative environment where those who may otherwise be silenced are included and respected, so that they can bring their best skills and talent to their work, feel fulfilled and feel unified as a team, knowing that together, we have more impact.

Belonging: We are committed to fostering an open and trusting workplace culture, where everyone feels clearly aligned with the bank's values, mission, and commitment to equity, fairness, and racial justice.

Initiatives

Ledyard National Bank diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; and the ongoing development of a work environment built on the premise of equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.

- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

Expectations

Ledyard National Bank expects employees and directors to foster, cultivate and preserve a culture of diversity, equity, inclusion and belonging (DEIB). All are required to complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Anyone found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Anyone who believes they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

CRB

December 8, 2022