

## Bristol County Savings Bank's Equal Employment Opportunity Statement



It is the policy of Bristol County Savings Bank not to discriminate against any employee or applicant for employment based on gender, race, religion, color, national origin, physical or mental disability, marital status, age, gender identity or expression, citizenship, genetic information, ancestral origin, sexual orientation, pregnancy, childbirth, veteran or disability status, or any other related medical conditions or any other status protected by Federal, State or local laws.

Furthermore, Bristol County Savings Bank will provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, Bristol County Savings Bank is dedicated to taking affirmative action to employ and advance in employment, protected veterans and individuals with disabilities. It is the goal of Bristol County Savings Bank to utilize qualified disabled individuals and covered veterans in as many levels of position classifications as practicable.

All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of individuals in all job titles, will be administered without regard to protected veteran or disability status and all employment decisions are based solely on valid job requirements.

Employees and applicants of Bristol County Savings Bank will not be subject to harassment on the basis of their status. Additionally, they will not be subject to retaliation, including intimidation, threats, coercion, interference or discrimination for:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of VEVRRRA, Section 503 or any other Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities;
3. Opposing any act or practice made unlawful by VEVRRRA, Section 503 or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or
4. Exercising any other right protected by VEVRRRA, Section 503 or its implementing regulations.

As President of Bristol County Savings Bank, 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 the Vice President in Human Resources as the Equal Employment Opportunity (EEO) Coordinator for Bristol County Savings Bank. One of the Coordinator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Bristol County Savings Bank's programs.

In addition to Bristol County Savings Bank's policy regarding Affirmative Action and Equal Employment Opportunity, the Bank has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Bristol County Savings Bank is committed to in order to ensure that its policy of nondiscrimination and affirmative action for all qualified individuals is accomplished. The Bank's Affirmative Action Plan for individuals with disabilities and veterans is available for inspection by any employee or applicant, upon request, during normal business hours. Interested individuals should contact the Vice President in Human Resources at 508-828-5405 for assistance.

A handwritten signature in black ink, appearing to read 'Robert M. [unclear]', is written over a light blue horizontal line.

President/CEO