



Equal Employment Opportunity

Salem Co-operative Bank is committed to providing fair and equal opportunity for employment and advancement to all employees of the Company and applicants.

Salem Co-operative Bank recruits, transfers, assigns, promotes and compensates employees on the basis of qualifications, merit, and competence. Employment practices shall not be influenced nor affected by virtue of an applicant's or employee's race, color, creed, religion, sex (including pregnancy), national origin, citizenship status, sexual orientation, age, gender identity, marital status, veteran or disability status, genetic information or any other characteristic protected by law.

Employees' health information will be treated confidentially to the maximum extent, but disclosures may be required under legislative, regulatory, or court pronouncements. Employees will not routinely be relieved of assignments or restricted from work for reasons of health unless warranted pursuant to the Americans with Disabilities Act (ADA). Each such situation will be evaluated on an individual basis, taking into consideration an employee's health and job responsibilities.

This policy governs all aspects of recruiting, hiring, training, on-the-job treatment, Company-sponsored activities, promotion, transfer, compensation, benefits, termination, and all other terms and conditions of employment.

Salem Co-operative Bank wishes to emphasize to all employees our belief in equal employment opportunity. The cooperation and participation of each employee is essential to the achievement of our objective.

Any employee who believes he or she has been the victim of employment discrimination based on any of these factors should report the matter immediately through the Company's open-door policy. Retaliation against an employee who makes a good faith report of discrimination will not be tolerated by Salem Co-operative Bank.

Consistent with its obligations as a federal contractor, Salem Co-operative Bank established written affirmative action plans on behalf of women, people with disabilities, veterans, and members of designated minority groups. Salem Co-operative Bank has established an audit and reporting system to allow for effective measurement of its affirmative action activities. Portions of the affirmative action program covering people with disabilities and protected veterans are available for review upon request in the Human Resources Department.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in (1) filing a complaint, (2) opposing any act or practice made unlawful by, or exercising any other right protected by, any Federal, State or local law requiring equal opportunity, including Section 503, the affirmative action provisions of VEVRAA, and EO 11246 or (3) assisting or participating in any investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal opportunity, including Section 503, the affirmative action provisions of VEVRAA, and EO 11246.

Ann Lally, President and Chief Executive Officer, reaffirms support for the EEO policy and the affirmative action program and delegates overall responsibility for the implementation of the affirmative action activities to the EEO/AAP Coordinators.