



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Essex Savings Bank not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or because they are a protected veteran. It is also the policy of Essex Savings Bank to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or protected veteran status, 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.

Employees and applicants of Essex Savings Bank will not be subject to harassment on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or because they are a protected veteran. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

As President & CEO of Essex 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 and the Board has approved, Elizabeth A. Kuhns, AVP/HR Manager, Marketing Officer & Assistant Corporate Secretary, as the Equal Employment Opportunity (EEO) Officer for Essex Savings Bank. One of the EEO Officer's duties will be to establish and maintain internal audit and reporting systems to allow for effective measurement of Essex Savings Bank's programs.

In furtherance of Essex Savings Bank's policy regarding Affirmative Action and Equal Employment Opportunity, Essex Savings Bank has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Essex Savings Bank is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is provided to all new hires and is available in the break room for inspection by any employee. Upon request during normal business hours, any employee or employment applicant may receive a copy. Interested persons should contact Elizabeth A. Kuhns for assistance.

We request the support of all employees in accomplishing Equal Employment Opportunity.

Diane H. Arnold
President & CEO
January 1, 2023
Essex Savings Bank