

Community Financial Services Bank

Diversity Policy Statement

Organizational Commitment to Diversity and Inclusion

At Community Financial Services Bank, we believe that promoting diversity is an integral part of creating value for our valued clients, team members, community, and suppliers. CFSB is committed to maintaining an inclusive environment where everyone in our community feels welcome and accepted. This commitment is evidenced in the actions of our team members, both inside and outside of the walls of our buildings. CFSB's dedication to diversity and inclusion is most visible through our diverse community outreach efforts.

Workplace Profile and Employment Practices

Community Financial Services Bank is committed to providing a work environment that is free of discrimination. The bank strictly prohibits all types of unlawful discrimination. See our Equal Employment Opportunity Statement below. Community Financial Services Bank realizes the importance of transparency toward achieving diversity and inclusion in the workplace. We are dedicated to creating an environment where team members are trained and equipped to reach their full potential and thrive in the workplace. We recognize fairness and flexibility among team members providing many opportunities for career advancement in the workplace. Team members are expected to display conduct that reflects inclusion and are also required to complete annual diversity awareness training. Any team member who believes they have been subject to discrimination should contact a supervisor or someone in Human Resources. CFSB provides an environment where team members are strongly encouraged to be involved in the communities in which we serve.

Procurement and Business Practices – Supplier Diversity

In addition, Community Financial Services Bank is committed to the practice of diversity and inclusion within its procurement and business practices. We welcome the opportunity to build relationships with a diverse selection of suppliers and vendors, including Veteran, minority, and women owned businesses. Our Vendor Management Policy states that we will not discriminate on the basis of race, sex, religion, age, national origin, physical or mental disability, or Veteran's status of ownership as it pertains to selection of vendors or suppliers. Starting in 2018, CFSB will collect information about our suppliers and vendors to determine a clearer view of how diverse our suppliers are. This will be accomplished through a survey of current vendors and suppliers, and will be collected during the onboarding of new vendors and suppliers.

Practices to Promote Transparency

The Board of Directors for Community Financial Services Bank is highly involved and informed on all aspects of the bank's policies and practices. Our Diversity Statement is also prominently displayed on our bank website so our community, vendors, suppliers, potential team members, etc. are aware of our sincere commitment to diversity.

Entity's Self-Assessment

A Diversity Self-Assessment shall be completed on an annual basis by the Diversity Officer of Community Financial Services Bank. The results of this assessment will be available to our primary federal financial regulator.

Equal Employment Opportunity Statement

Community Financial Services Bank is an equal opportunity employer, granting equal opportunity to all qualified persons without regard to race, color, sex, religion, age, national origin, physical or mental disability, military status, pregnancy, genetic information, sexual orientation and gender identity. This right to equal employment involves all phases of employment, including hiring, transfers, promotions, compensation, and team member development. The bank is committed to treating all team members equally by administering the personnel policies and practices contained in this document in a uniform manner.