



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Security Bank is an equal opportunity employer. It is the policy of Security Bank not to discriminate against any employee, or applicant for employment, because of his or her race, color, religion, sex, sexual orientation, gender identity or national origin or because he is she is an individual with disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as “protected veterans.” It is also the policy of Security Bank to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, 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, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, at all levels of employment.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination (including verbal, physical or visual harassment) because they have engaged in or may engage in the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal opportunity for all individuals, including those with disabilities; (3) Opposing any act or practice made unlawful by Federal, State or local law requiring equal employment opportunity for all individuals, including those with disabilities; or (4) Exercising any other right protected by Federal, State or local law..

Security Bank is committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation throughout all levels of the company, we have established and maintain a written Affirmative Action Plan. We have developed procedures for resolving an employee’s complaint of harassment; all will be investigated and appropriate action will be taken, determined by the facts and circumstances of each case.

All employees have the responsibility to adhere to this policy and to use all efforts to further its implementation.