

## **Investar Bank Diversity and Inclusion Policy**

Investar Bank is committed to fostering, cultivating, and preserving a culture of diversity and inclusion.

The Bank's human capital is its most valuable asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that employees invest in work represents a significant part of not only the Bank's culture, but also the Bank's reputation and achievement.

The Bank undertakes positive measures to implement affirmative action which include, but are not limited to, the search for qualified and/or trainable employees among minorities and women. Also, the Bank embraces and encourages employees' differences which include, but are not limited to, race, gender, and ethnicity. The Bank includes diversity and inclusion considerations in both employment and contracting as an important part of its strategic plan for recruiting, hiring, retention, and promotion. The Bank takes proactive steps to promote a diverse pool of candidates, including women and minorities, in its hiring, recruiting, retention, and promotion, as well as in its selection of board members, senior management, and other senior leadership positions.

To promote consistency, the *Interagency Policy Statement Establishing Joint Standards for Assessing the Diversity Policies and Practices of Entities Regulated by the Agencies* was developed. For purposes of this Policy Statement, the Agencies define "diversity" to refer to minorities (Black Americans, Native Americans, Hispanic Americans, and Asian Americans) and women. Additionally, in this Policy Statement, the Agencies define "inclusion" to mean a process to create and maintain a positive work environment that values individual similarities and differences, so that all can reach their potential and maximize their contributions to an organization. The Bank may use the Standards in this Policy Statement to assess policies and practices that impact the inclusion of minorities and women in the Bank's workforce and the existence of minority-owned and women-owned businesses among the Bank's suppliers of products and services.

Employees of the Bank have a responsibility to treat others with dignity and respect at all times. Employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other Bank sponsored and participative events. Employees are also required to complete an annual diversity awareness online training course to enhance their knowledge and fulfill this responsibility.

An employee found to have exhibited inappropriate conduct or behavior against another may be subject to disciplinary action up to and including discharge.

An employee who believes he/she has been subjected to discrimination that conflicts with this Policy should seek assistance from his/her supervisor or the Chief Human Resources Officer. The Chief Human Resources Officer is designated as the Bank's Diversity Officer and oversees and directs the entity's diversity and inclusion efforts.

This Policy will not only be approved by the Board but also supported by it and senior management. Senior management will receive annual progress reports on diversity and inclusion.

## **Investar Bank Supplier Diversity Policy**

Investar Bank is committed to the development and support of a diverse supplier base. We encourage the use of minority-owned and women-owned businesses. The Bank focuses on the development and inclusion of all capable material and service suppliers. Our primary objective is to identify the most qualified suppliers capable of meeting our price, quality, delivery, attention to detail, and future relationship requirements.

Through Supplier Diversity at the Bank we enlarge our pool of innovative ideas and high quality goods and services, while providing economic development opportunities for diverse businesses, which include, but are not limited to, minority-owned and women-owned businesses. It is the objective of the Bank to encourage the development of mutually beneficial relationships with qualified minority-owned and women-owned businesses.

The Bank may use the Standards in the *Interagency Policy Statement Establishing Joint Standards for Assessing the Diversity Policies and Practices of Entities Regulated by the Agencies* to assess policies and practices that impact the existence of minority-owned and women-owned businesses among the Bank's suppliers of products and services.

The Bank is committed to providing procurement opportunities with minority-owned and women-owned businesses. Employees involved in the selection, evaluation, or approval of vendors and service providers share the responsibility for the practices stated in this Policy. This Policy will be reviewed and approved at least annually by the Board.