

COMMITTED TO COMMUNITY & EQUITY

As a local financial institution that's celebrating being a part of this community for 115 years, we believe we have a responsibility to understand the impact and influence we have by raising issues, questioning systems and decisions, and by addressing policies and practices that may be well-intentioned and meant to work for all; but just don't.

While we know there are many benefits to life in the South Sound, we are also aware of the fact that we are still home to cultural and economic division and marginalized communities because of disparities in access to opportunities shaped by intentional and unconscious racism, bias and oppression.

We believe our neighbors and communities should have equitable access to opportunities that allow them to flourish in all their life endeavors. As a result, when diversity, equity and inclusion are addressed, we will be stronger economically, healthier physically and mentally, and better prepared to meet the challenges we face.

In light of these challenges and our belief in taking responsibility for making positive change happen, we have an ongoing commitment to:

- Advocate for public policies and practices consistent with our values and commitments and which help remove systemic and cultural barriers to allow all members of our community equitable access to resources, including banking.
- Carefully listen to the voices of our community and being allies for people whose voices aren't being heard.
- Invite honest and caring conversations about equity, diversity and inclusion with our employees, customers and community.
- Nurture an open and welcoming work and business environment.
- Use our resources to make the South Sound a better place to live in which all people can thrive by fully realizing their aspirations and full potential.
- Hire great people from a wide variety of backgrounds, not just because it's the right thing to do, but it also makes our organization and ultimately our community stronger.
- Innovate and improve with a culture that encourages people to safely and courageously share their ideas and unique perspectives.
- Collaborate where people connect, belong and grow.
- Hold ourselves accountable to our words and actions, so that trust and respect can be earned.
- Create products, services and policies that advance equality, social good and the financial well-being of our community.

We recognize our community and its culture are the result of the environment we create through our decisions and actions, which is why we believe it's important for us to publicly share these commitments with you.

We are grateful for the trust, support and partnerships we've shared with so many amazing people and organizations over the years and we're excited for a more equitable future, where all our friends and neighbors prosper.