

# POLICY STATEMENT

The policy of Amalgamated Bank is to provide equal employment opportunities to all applicants and employees without regard to race, creed, color, citizenship status, religion, sex, sexual orientation, gender identity, marital status, age, national origin, genetic information, status as an individual with a disability, status as a protected veteran or any other legally protected status and to affirmatively seek to advance the principles of equal employment opportunity. The bank provides equal employment opportunity in all employment decisions, including, but not limited to, recruitment, hiring, compensation, training and apprenticeship, promotion, upgrading, demotion, downgrading, transfer, lay-off and termination, and all other terms and conditions of employment.

The bank takes affirmative action to ensure that applicants and employees covered under Executive Order 11246 as amended, the Rehabilitation Act of 1973 and/or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, are not discriminated against because of their race, creed, color, citizenship status, religion, sex, sexual orientation, gender identity, marital status, age, national origin, genetic information, status as an individual with a disability, status as a protected veteran or any other legally protected status.

As President and Chief Executive Officer of Amalgamated Bank and as Senior Vice President, Director of Human Resources, we affirm that the above policy and the Affirmative Action Programs executed simultaneously reflect the bank's attitude and its intention to:

1. Recruit, hire, train and promote for all job classifications without regard to race, creed, color, citizenship status, religion, sex, sexual orientation, gender identity, marital status, age, national origin, genetic information status as an individual with a disability, status as a protected veteran or any other legally protected status.
2. Ensure that all other personnel actions such as compensation, promotions, benefits, transfers, terminations, bank-sponsored training, educational tuition assistance, social and recreational programs are administered without regard to race, creed, color, citizenship status, religion, sex, sexual orientation, gender identity, marital status, age, national origin, genetic information or any other legally protected status.
3. Ensure that employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:
  - Filing a complaint;
  - Assisting or participating in an investigation, compliance review, hearing or any other activity related to the administration of Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity;
  - Opposing any act or practice made unlawful by Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, or Section 503 or its implementing regulations in this part or any other federal, state or local law requiring equal opportunity; or
  - Exercising any other right protected by Executive Order 11246, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Section 503, or their implementing regulations.
4. Provide pursuant to the Rehabilitation Act of 1973 and to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, equal employment opportunities as set forth above to qualified individuals with disabilities and to qualified protected veterans.

Amalgamated Bank, in compliance with Executive Order 11246, as amended by Executive Order 11375, maintains a written Affirmative Action Program. The EEO Administrator will make portions of the AAP available to prospective employees and employees on request during working hours.



The bank, in compliance with the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, maintains written Affirmative Action Programs which are made available to prospective employees and employees upon request during working hours.

Overall responsibility for directing and implementing the policy enunciated herein and the bank's Affirmative Action Programs has been assigned to Tanisa Williams, Senior Vice President, Director of Human Resources, 275 Seventh Avenue, 12th Floor, New York, NY 10001, 212-895-4354, who serves as the bank's Equal Employment Opportunity Administrator. All personnel actions will be analyzed to ensure that this policy and the Affirmative Action Programs are being properly implemented and periodic reports will be submitted to us so that we may monitor progress.

Amalgamated Bank is determined to be in full compliance with the provisions of the Law and the Affirmative Action Programs.

Date: 10/30/2020

By:  \_\_\_\_\_

*Tanisa Williams*

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**Keith Mestrich**, President and Chief Executive Officer  
**Tanisa Williams**, Senior Vice President and Director of  
Human Resources

